

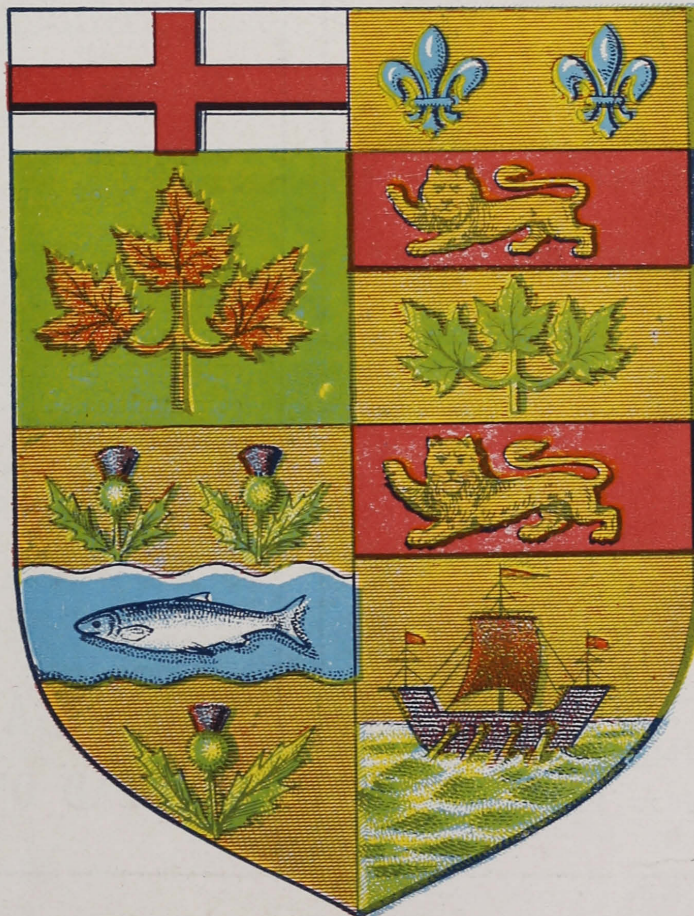
# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE, CANADA

VOL. XIII.

HULL, QUE., MAY 1920.

No. 6.



Eighth Convention Dominion Postal Clerks' Association.  
History of Maritime Railways.



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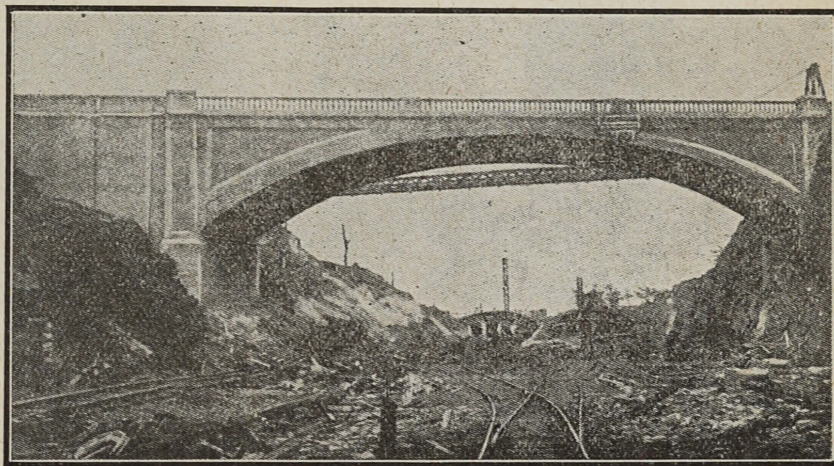


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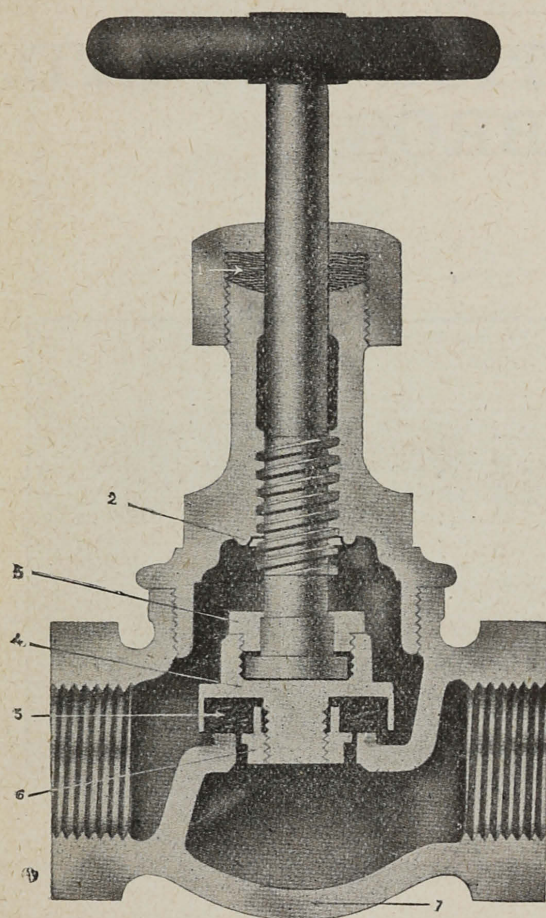
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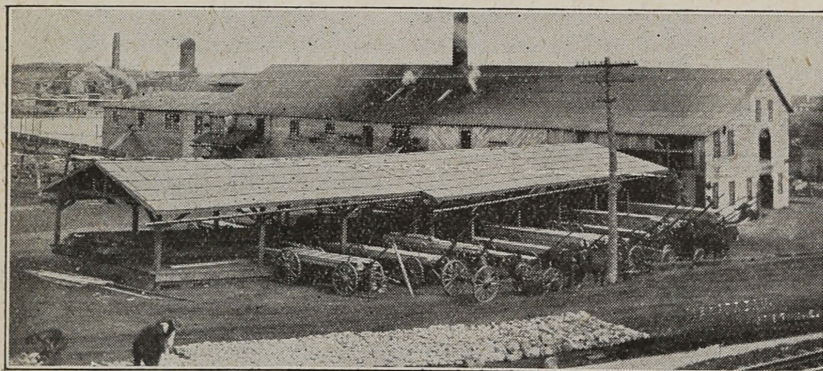
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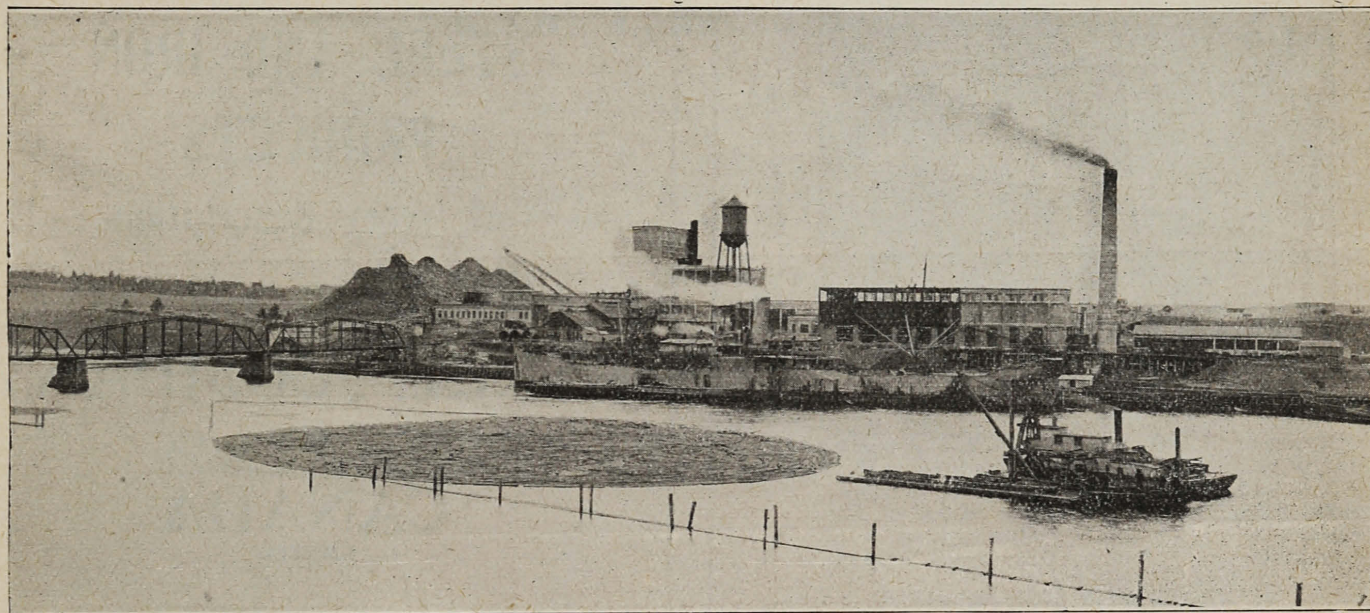
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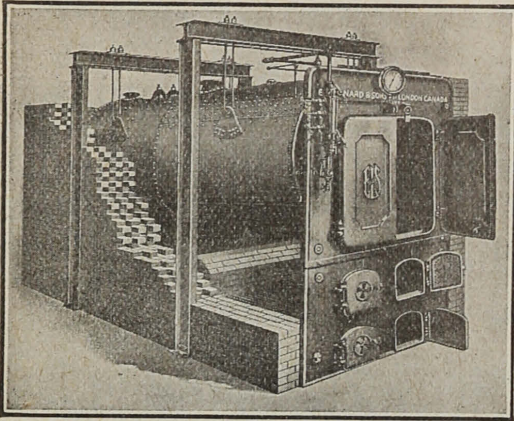
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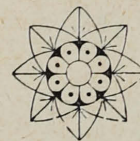
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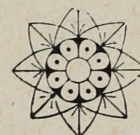
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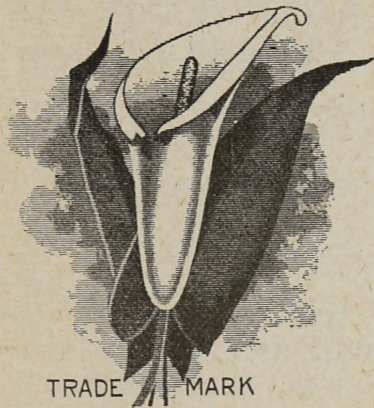
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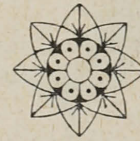
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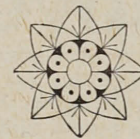
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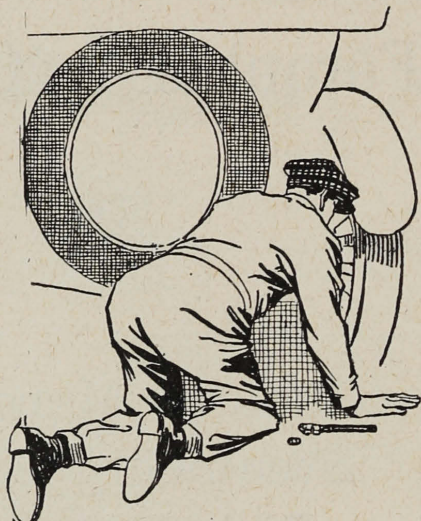
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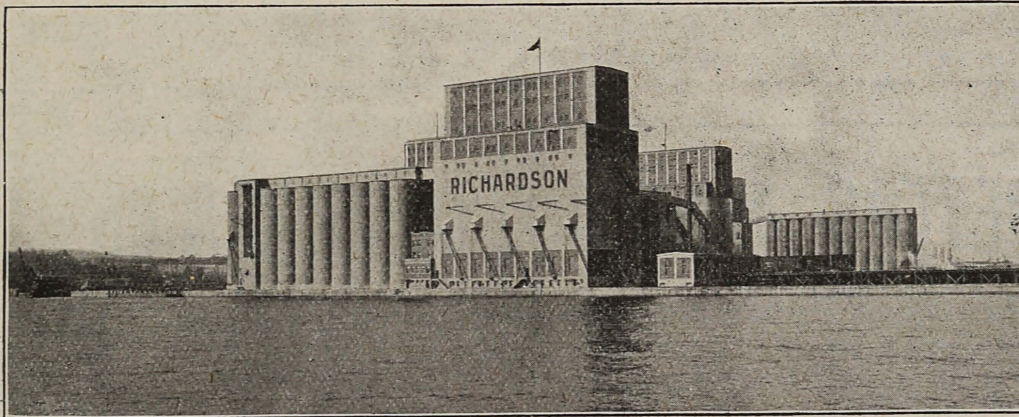
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F. GRIERSON, Business Manager.

VOL. XIII.

HULL, QUE., MAY, 1920.

No. 6.

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# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

## Minutes of the Eighth Annual Convention of the Dominion Postal Clerks' Association.

The Eighth Annual Convention of the Dominion Postal Clerks' Association opened in the Chateau Laurier at 10 o'clock a.m. on Monday, March 22, 1920, the president, Mr. W. J. Cantwell, in the chair.

The other officers present were:— T. R. Elsam, Dominion vice-president; R. M. Guy, vice-president for Ontario; Joseph Hebert, vice-president for Quebec; J. N. Meagher, vice-president for Nova Scotia; and Mr. J. W. Green, secretary-treasurer.

In opening the convention the president, speaking on behalf of the members of Ottawa branch and likewise for the Dominion Executive, extended to the visiting delegates a cordial welcome to the Capital. The local committee, he said, were desirous of doing all in their power to make the stay of the delegates in Ottawa as profitable and agreeable as possible. In view, however, of the amount of business to be transacted, and particularly in the interest of smaller branches which might desire to entertain future conventions, he had been omitted from the list of delegates what the programme of entertainment.

It was moved by Mr. Jacques, seconded by Mr. Hebert, that the minutes of the previous convention be taken as read and approved. Mr. A. E. Crate, of Toronto, pointed out that through an error his name has been omitted from the list of delegates attending the last convention. It was agreed that the omission should be recorded and the minutes amended accordingly. On this understanding the motion for the adoption of the minutes was agreed to.

Mr. Crate suggested that in the case of any amendment to constitution or by-laws the record should show for the sake of clearness how the article would read as amended.

The chair appointed as a committee on credentials Messrs. Guy, Meagher, and Kane.

The president then introduced the Postmaster, the Assistant Postmaster, and the Superintendent of the Ottawa Post Office, stating that the best of harmony and good understanding had always prevailed between officials and staff.

The Postmaster, Mr. Andrew G. Acres, said he would prefer to go about among the delegates, shake hands and have a friendly chat rather than attempt to make a speech. He extended an invitation to the members to visit the Ottawa Post Office, and felt that a visit would be of mutual advantage, as they might acquire some new ideas and on the other hand impart useful suggestions. He spoke of the happy relations existing between officials and staff in the Ottawa office. Judging by the appearance of the delegates, he was sure their deliberations would benefit the association and the service as well. If he could in any way assist in making their stay enjoyable, it would be a pleasure for him to do so.

Mr. William H. Pennock, Assistant Postmaster, said that of recent years great improvements had been effected in matters of administration, and in this respect the association had accomplished much for the employees in helping towards a better understanding of what was desirable. He expressed the hope that the convention would bring about further improvements.

Mr. W. M. Mix, Superintendent, said he was perfectly at home among a delegation of postal employees, and on their part they could not but feel at home in the Capital city, for it was a scriptural truth that "Where the treasure is, there the heart is also"; and he knew — because he read it in their faces — that they were looking expectantly towards the treasury. Concluding, he said:— "I hope you gentlemen, in the compassion of your hearts and with the greatest magnanimity, will consider your western brethren and that we shall have from the Atlantic to the

Pacific one united brotherhood of postal workers, with an eye centred on efficiency as well as salary."

In proposing a vote of thanks Mr. Crate, of Toronto, remarked that, although the postal clerks on the occasion of their frequent missions to Ottawa had been looking wistfully towards the treasury, they had not yet succeeded in getting nearer to it than the opposite side of the street, and the prospects of being able to enter were not at present very encouraging. Of one thing, however, they were always certain: a cordial welcome and kindly treatment, not only from the members of the working staff in Ottawa, but from the officials also.

Past President Jacques, of Montreal, seconded the motion. He regarded the presence of the officials as another proof of the good relations existing between them and the rank and file. When the visiting delegates returned to their homes they would convey to their fellow-workers the good impressions they had received.

The motion was carried unanimously, and the thanks of the convention were tendered to the visiting officials by the president, amid applause.

After a brief recess, Mr. Guy presented the following report of the credentials committee:—

### Report of Credentials Committee

Your Committee beg leave to report that we have examined the credentials of all delegates present and have found them in order.

### LIST OF DELEGATES ONTARIO

Bratford, H. J. Hartley; Brockville, A. Wooding; Hamilton, R. M. Guy and W. J. Way; Kingston, James F. Kane; London, A. Carrothers; Ottawa, E. T. Littlefield; R. E. Hall, F. R. Sparks; Peterborough, H. E. White; Toronto, T. B. Armstrong, A. E. Blackeby, A. E. Crate, M. H. Dumphrey, W. P. Falvey, W. J.



Gallaugh, E. M. Stewart, E. D. Willis; Sarnia, Geo. B. Dawson; St. Catharines, H. E. Patrick; Windsor, A. W. J. Gignac.

#### QUEBEC

Montreal, C. Cavanagh, A. Jacques, E. Lamontagne, A. Leduc, J. A. Paquette, J. M. Ste. Marie; Quebec, F. Kindelan, L. N. Santerre; Sherbrooke, J. A. St. Cyr.

#### NOVA SCOTIA

Halifax, J. N. Meagher; Sydney, D. Mackeen.

#### NEW BRUNSWICK

St. John, T. F. Walsh.

#### P. E. ISLAND

Charlottetown, Thos. Burnett.

(Signed) R. M. GUY

J. N. MEAGHER

JAS. F. KANE

It was moved by Mr. Guy, seconded by Mr. Gallaugh, that the report of the credentials committee be received and adopted. —Carried.

On motion of Mr. Jacques the convention adjourned until 2.30 p.m.

#### AFTERNOON SITTING

*Monday, March 22.*

The meeting opened at 2.45 p.m.

The following officers were present: — President W. J. Cantwell, Messrs. T. R. Elsam, Dominion vice-president; R. M. Guy, vice-president for Ontario; J. N. Meagher, vice-president for Nova Scotia; T. Burnett, vice-president for Prince Edward Island.

The chair appointed as a press committee Messrs. T. R. Elsam, F. R. Sparks, and J. N. Meagher.

The president explained that for the purpose of facilitating the selection of suitable members for appointment to the respective committees the executive had prepared a list of nominations, with the understanding that any member who was specially interested in any matter to be dealt with might have his name added to the committee.

Mr. Crate urged that any delegate should set aside personal feelings of diffidence or modesty and unhesitatingly offer his services on any committee if he considered that his branch ought to be represented thereon. In this suggestion the president concurred.

The executive submitted the following nominations for the committee on working conditions: — Messrs. Blackeby, of Toronto; Patrick, of St. Catharines; Hall, of Ottawa; Lamontagne, of Montreal; Burnett, of Charlottetown; St. Cyr, of Sherbrooke; Hartley, of Brantford, and Guy, of Hamilton.

The names of Messrs. Leduc, of Montreal, and Gignac, of Windsor, were added at the suggestion of Delegates Lamontagne and St. Cyr respectively.

On motion of Delegate Littlefield, seconded by Delegate Kane, the list as amended was approved.

For the committee on resolutions and new business the following names were suggested by the executive:—Messrs. J. N. Meagher, Halifax; T. B. Armstrong, Toronto; W. J. Gallaugh, Toronto; Dumphrey, Toronto; Walsh, St. John; Santerre, Quebec; Littlefield, Ottawa, and Falvey, Toronto.

Mr. Falvey asked that his name be omitted, as there were already three nominations of Toronto members. At the suggestion of Delegate Lamontagne, the names of Messrs. Jacques and Paquette were added. Mr. Dumphrey nominated Delegate Lamontagne, seconded by Delegate of Mr. Hall, seconded by Mr. Blackeby, the list as amended was adopted.

For the committee on finance the executive nominated Messrs. Jacques, of Montreal; Crate, of Toronto, and Kindelan, of Quebec; and on motion of Delegate Lamontagne, seconded by Delegate St. Cyr, these nominations were approved.

With regard to the Civil Service classification the president reported that some members of the executive were of opinion that, as this was one of the most important subjects for consideration, the convention instead of selecting a special committee should deal with the matter in committee of the whole.

Mr. Crate considered it advisable for the convention to await the report of the existing committee; he therefore moved that the appointment of a classification committee be deferred. This motion was seconded by Delegate Sparks, of Ottawa.

The president explained that the classification of the Postal Service had been referred by the Board of Hearing and Recommendation to a sub-committee composed of Col. Ross, representing the Postal Service, and Mr. Telford, of the Organization Branch of the Commission. After five months they had reached certain conclusions, which had recently been submitted to the Board of Hearing; and only on the 10th instant, as a rotating member of the Board, he had been furnished with a copy of the findings. He had, however, requested the Board to defer action until March 25, in order to allow for time to consider the matter. In making this application for postponement he had had in mind the fact that the convention would then be in progress. In the meantime, at the request of the Board of Hearing, he had drafted a memorandum, with the assistance of Past President Jacques, for the purpose of setting forth the views of the Association regarding the new proposals, and he desired to submit it to the judgment of the convention.

It was moved in amendment by Delegate Hall, seconded by Delegate Blackeby, that the question of classification be considered in committee of the whole.

Mr. Stewart thought the question could be discussed more intelligently and dealt with more expeditiously when the existing committee on classification had submitted its report. This contention was supported by Delegates Crate and Littlefield.

The amendment moved by Delegate Hall was changed to read:—"That the question of classification be considered in committee of the whole at the first opportunity after the presentation of the report of the standing committee on classification."

The secretary urged that as this was the most important question before the convention and as the special committee might not be ready to present a report at the next sitting, the subject should be discussed immediately.

Mr. Meagher believed the procedure called for the appointment of a new standing committee on classification, even if the question was to be discussed in committee of the whole.

Mr. Kindelan, after pointing out that the memorandum which had been prepared by the president might serve as a basis for discussion, moved in amendment to the amendment, that the regular order of business be suspended and that the convention forthwith resolve itself into committee of the whole to consider the question of classification.

In the course of further discussion Mr. Dumphrey suggested that the chairman of the existing committee might make a verbal report.

On a point of order raised by Mr. Crate, the chair ruled the amendment to the amendment out of order.

Upon a vote being taken, the amendment—"That the question of classification be considered in committee of the whole at the first opportunity after the presentation of the report of the standing committee on classification"—was adopted, and the main motion was declared lost.

It was moved by Mr. Guy, seconded by Mr. Dumphrey, that the regular order of business be suspended and that the chairman of the special committee on classification make a verbal report immediately. The motion was agreed to.

Vice-president Elsam took the chair.

President Cantwell reported verbally that the classification committee appointed at the previous convention had met on two or three occasions during the past year. When the Civil Service reclassification schedules were published, copies were procured and forwarded to as many branches as possible. The committee subsequently came to Ottawa and spent nearly a week





HONOURABLE P. E. BLONDIN, POSTMASTER GENERAL



at the stupendous task of analyzing and examining the new proposals. It was then decided to take up the matter with the Post Office Department, with a view to obtaining the Department's concurrence in the committee's objections to the classification as made by the Arthur Young Company for the Civil Service Commission. In an interview with Dr. Coulter, Deputy Postmaster General, President Cantwell suggested a conference at Ottawa between the committee and the two Chief Post Office Superintendents, for the purpose of arriving at some compromise that would be satisfactory to the employees and the Department. Accepting the suggestion, the Deputy Postmaster-General invited Col. Ross and Mr. Gaboury to come to Ottawa. In the absence of Mr. Gaboury, his place was taken by Mr. Northrup, Superintendent of the Staff Branch. The committee's opinions were presented to the officials in the form of a memorandum, a copy of which was subsequently sent to every branch of the Association; and with the views expressed therein the officials concurred almost entirely, except as to compensation. They were not averse to the salaries suggested, but felt that as responsible representatives of the Department they could not properly express an opinion with regard to remuneration; and the committee appreciated their position in this respect.

Then the matter came back to the Board of Hearing and Recommendation, and the committee of the Association appeared before that Board and defended the views outlined in the memorandum. They did not succeed in convincing some members of the Arthur Young Company that they were right, but they did apparently succeed in convincing most members of the Board of Hearing that the Arthur Young Company were wrong. Recognizing that the classification of the Postal Service was a technical undertaking, the Board of Hearing then referred the matter to a sub-committee consisting of Mr. Telford, representing the Civil Service Commission, and Col. Ross, representing the Post Office Department, with instructions to report back to the Board. As already explained, the sub-committee's report had been awaited for five months and a copy was received by President Cantwell only on the night of March 10, and he had succeeded in obtaining a postponement of further action by the Board of Hearing until March 25.

The sub-committee of the Board had adopted what was practically the organization worked out by the Association's committee; but as to the question of remuneration the report of the sub-committee quite clearly indicated a disagreement be-

tween its two members, Col. Ross and Mr. Telford. It was proposed to divide the Postal Service into two main classes, the large offices and the smaller offices. For the latter, which comprised post offices belonging to grades 3, 4, 5 and 6, it was proposed that the maximum salary of the rank and file, to be known as "postal clerks", should be \$1,380, while the maximum for employees in the larger offices, who would be classified as "postal sorters", was to be \$1,500. The salaries of money order clerks were placed on a lower scale, the proposed maximum being only \$1,260. The grade to which a post office belonged was determined according to the number of employees, the revenue obtained, and in some cases local conditions were a factor. The offices belonging to a particular group would have the same number of supervisory officials.

The president then read the memorandum which he had drafted, in collaboration with Mr. Jacques, for presentation to the Board of Hearing, subject to approval by the convention; also excerpts from a memorandum by the Organization Branch of the Civil Service Commission.

In replying to numerous inquiries by the delegates regarding the nature and intent of the proposed re-classification and its application to various offices and classes, the president took occasion to refer to letters which he had received from certain branches and which conveyed the impression that the members of the executive and the classification committee were being blamed for the distinction drawn by the classifiers between employees of small and those of large offices. He declared emphatically that at no time had any member of the classification committee of the Association suggested, verbally or otherwise, that any such discrimination should be made; and when the committee and its witnesses appeared before the Board of Hearing and gave evidence under oath, no member of the Commission, no member of the Board of Hearing, and no member of the Arthur Young Company suggested that it was proposed to make a distinction between the one class of office and the other.

It was moved by Mr. Jacques, seconded by Mr. Gallagher, that the question of classification be referred to a committee to be composed of the existing committee and four additional members. The motion was agreed to.

Members of existing committee: — Messrs. Cantwell, Jacques, Stewart, Crate, and Green. Mr. Wooding was added to the committee to represent the proposed grade 4; and the delegates representing grades 5 and 6, respectively, were instruct-

ed to select their own representatives on the committee.

Secretary Green moved that, as grade 3 was not represented at the convention, and as there were more members present from grade 5 than from either 4 or 6, the delegates representing grade 5 should be allowed two representatives on the committee. The motion was seconded by Mr. McKeen, of Sydney, and was adopted.

In the interest of grade 6, which he represented, Mr. Walsh, of St. John, asked that his name be added to the committee, and this request was concurred in. At the request of Vice-president Guy, the name of Mr. Carrothers, of London, was also added.

Mr. Hartley, of Brantford, urged that on the principle of equal pay for equal work it was unjust to discriminate against the clerk in the smaller office, who had to be just as efficient and do as much work as the employee in the larger office. In reply, Mr. Crate gave the assurance that the Association had always advocated the same treatment for the smaller offices as for the larger ones.

On motion of Mr. Crate the convention adjourned until Tuesday at 9.30 a.m.

#### MORNING SITTING

*Tuesday, March 23.*

The meeting was called to order at 10 a.m.

The president submitted for consideration the question of the attitude to be adopted towards other Civil Service organizations, particularly the Amalgamated Postal Workers of Western Canada, whose president, Mr. Christian Sievertz, was in Ottawa. President Cantwell reported that he had had considerable correspondence and held several interviews with representatives of the Amalgamated Postal Workers regarding their desire to co-operate with the Dominion Postal Clerks' Association. He then read the correspondence exchanged on the subject. The conditions proposed by the western organization were to the following effect:—

1. That the Amalgamated Postal Workers be recognized as an autonomous unit in the service.

2. That the Postal Clerks' Association will not countenance or encourage any attempt at reviving their organization in localities where the Amalgamated Association have established branches.

3. That the Postal Clerks' Association will encourage members of the service who may be withholding their support from the Amalgamated Association to become members of it.

4. That the Postal Clerks' Association will hold their annual convention at or about the same time as the Amalgamated Association, and in formulating demands



or requests for betterments affecting its members, will forward to the general secretary of that association a list of their recommendations.

5. That the Postal Clerks' Association will receive a fraternal delegate from the Amalgamated Association to their conventions.

6. That before presenting annual demands to the Department or the Government the Dominion Postal Clerks will appoint representatives to meet representatives from the Amalgamated, co-ordinate the demands of both organizations and present them as one list of demands.

7. That conditions corresponding to those accepted by the one organization be recognized and agreed to by the other.

Mr. Guy stated that the Amalgamated Association had been endeavouring, but without success, to make a similar arrangement with the Federated Association of Letter Carriers. He considered the idea of the new organization to be that of the One Big Union.

Mr. Crate pointed out that, as he understood, the Amalgamated Association was composed of railway mail clerks and letter carriers as well as postal clerks. He asked how the interests of the postal clerks could be protected if at variance with those of the other branches of the service.

The secretary said that according to his information there were no railway mail clerks in the Amalgamated Association. Some of its members were now seeking admission to the Federated Association of Letter Carriers, but, as already stated by Mr. Guy, the Letter Carriers would not compromise or negotiate with the western organization. He then described the existing situation in the West, expressing the opinion that for the present it was not advisable to attempt the re-establishment of branches of the Dominion Postal Clerks' Association. He felt sure, however, that the situation would soon be improved. In the meantime he was not in favour of any further negotiations with the Amalgamated Association.

It was moved by Mr. Crate that this Association cannot concur in any proposal to the effect that it refrain from seeking to re-establish a branch in any place where it is deemed desirable to organize. At the suggestion of Mr. Burnett, of Charlottetown, this motion was deferred; and on motion of Mr. Kindelan, seconded by Mr. Walsh, it was decided to invite Mr. Sievertz to address the convention at 3 o'clock in the afternoon.

#### Report of Committee on Classification

The following report was submitted by the Committee on Classification:—  
Gentlemen,—

Your committee met on the evening of the 22nd, and although adjournment did not take place until nearly midnight, we are sorry to have to record no progress.

In the first place we considered that it would be but wasted time to review the incident of the previous year for the purpose of this report. After considerable discussion it was decided to endeavour to arrive at some agreement in regard to our future line of action.

The grouping of classes as recommended by the standing committee in 1910 was approved, the only point of contention being the salaries recommended by the Organization Branch of the Civil Service Commission.

The question of generalization as compared to specialization was discussed at considerable length, and while it was conceded that specialization was valued more highly in commercial and professional life, yet your committee could not see any reason for such distinction being made as regards postal duties.

The matter of a compromise was next taken under consideration in order to ascertain to what extent this Association was prepared to compromise as regards salaries recommended; for it was felt that this was the cause of the whole situation.

It was agreed that the memoranda prepared by Messrs. Cantwell and Jacques stated clearly the policy of this Association both as regards large and small offices, but that it was necessary that our representative on the Board (Mr. W. J. Cantwell) be fully instructed as to how far we were prepared to compromise if it became necessary for him to do so.

Mr. Kane, of Kingston, emphatically declared that so far as he was concerned he would strenuously oppose any discrimination in the matter of salaries allowed to small offices as compared with the larger city post offices, and urged that this Association insist on equal rates for both classes. Messrs. St. Cyr, Hartley, and Carrothers all endorsed the stand taken by Mr. Kane.

It was moved by Mr. Walsh, seconded by Mr. Wooding, that the memoranda prepared be endorsed by this committee and a recommendation made to the convention to this effect. Further, that this committee are strongly of the opinion that Mr. Cantwell should not be tied down to any definite instructions, realizing that the best interests of the entire membership can be safely left in his hands if he be allowed to use his discretion in the matter of ways and means of handling any situation which may arise.—Carried.

All of which is respectfully submitted.

(Signed) A. JACQUES  
E. M. STEWART  
A. E. CRATE  
J. W. GREEN  
A. WOODING  
T. F. WALSH  
H. J. HARTLEY  
W. J. CANTWELL.

Mr. Burnett, of Charlottetown, speaking on behalf of the rank and file of the smaller offices, asked on what grounds their maximum was being placed at \$1,380 while the employees in the larger offices would receive a maximum of \$1,500. Did not the Association intend to support the contention of the smaller offices that the same maximum should apply to both? He stated that the proposed limit of \$1,380 was less than the present maximum of 75 per cent of the Charlottetown employees.

Mr. Stewart, of Toronto, pointed out that the Association did not deserve criticism if it failed to attain the impossible, and that even if its efforts in respect to classification should fail, it must be remembered that it had accomplished much in the improvement of working conditions.

Mr. Burnett saw no reason why the Government should refuse to grant a board of arbitration to postal workers, as it had frequently granted boards to Government railway employees. Mr. Crate said the difference was very clear — a representative of the Arthur Young Company had let the cat out of the bag — the employees on Canadian Government railways belonged to labour organizations, but the postal clerks did not.

Delegate Sparks remarked that in Dawson City the postal clerks were to receive \$2,400 a year, which suggested that the reason why the Commission proposed a higher maximum in the larger centres was because the cost of living was higher there than in smaller places. Besides, the employees in the larger offices were required to pass examinations which others did not have to pass, in order to qualify for increases.

Delegate Hartley contended that the cost of living was just as high in Brantford as in Toronto, and the larger cities afforded a greater variety of advantages, better educational facilities, etc. The basic principle of the classification was supposed to be, equal pay for equal work.

Mr. Jacques said that in the original schedules there were 75 classes for the Postal Service. The Association had succeeded in its request that the number of groups be reduced to five. The lowest minimum salary had been raised from \$600 to \$840. The maximum salaries of \$1,380

(Continued on page 237)



# EDITORIAL

## The Bonus Award.

In our last issue we set forth the claims of the Civil Service for an increased bonus, and supported them with irrefutable arguments. At that time we expressed the confident hope that the Government, in view of the obvious and unquestionable justice of our case, would grant a more generous bonus than had been accorded in the past, and would give intelligent consideration to the rapid advance in the cost of living since last year. In this hope we have been grievously disappointed. The new bonus provides no increase for the bulk of the Service, and only a ridiculously small measure of relief to those in receipt of a salary of over \$2,040, who comprise less than ten per cent of the total number of Government employees—another enlightening commentary upon “the Overpaid Service”.

The Government will not be able to plead ignorance of the facts in any future extenuation of its action, as these were fully and ably presented by delegations from the executive of the Federation which have waited upon the Acting Prime Minister, the President of the Council and the Civil Service Commission from time to time during the past six weeks.

At first these interviews were encouraging and while no definite promises were made the inference thrown out by the Acting Prime Minister and his colleagues indicated that the Government was favourably disposed towards an increased bonus. As time wore on, however, there was a constant and perceptible change for the worse in the attitude of the Government, until at the final interview on April 26 at which the Government was represented by the Acting Prime Minister, the Minister of the Interior and the Secretary of State, it became apparent that there was little to hope for. It was as a result of this interview that the Government forwarded the following statement to the president of the Federation setting forth the decisions of the Cabinet with regard to the bonus.

1. To unmarried members of the Service, who are not heads of households, and who are not being paid according to the current rates of pay, the same amount as last year.

2. To heads of households, the same bonus as last year, except that all who received less than \$240 last year will receive a flat bonus of \$240 this year, including those who are receiving a salary of \$3,000 and upwards, who are below the rank of deputy ministers and who did not receive any bonus last year: providing that the bonus above

mentioned shall not be paid to those civil servants who are receiving current rates of pay. Suitable regulations will be framed concerning the distribution of the bonus.

3. This bonus is in addition to the salaries which the employees of the Service will receive this year under re-classification.

This means that a civil servant drawing \$3,000 a year, based on the normal value of the dollar, and who should accordingly receive \$6,000, or an increase of \$3,000, in order to be fairly remunerated for his services at the present value of the dollar, is offered \$240 in lieu of the \$3,000 that he should get. This is not properly speaking a bonus — it is simply a joke and should be regarded as such — merely a little pleasantry illustrative of the Government's sense of humour. The same comparisons that show the inadequacy of the bonus in the case of the \$3,000 salary apply in the case of all other salaries above and below that figure. The fact that civil servants should always bear in mind and that the Government, the House and public should be made to realize is that the value of Civil Service salaries has been cut in half and that the bonus only makes up a very small percentage of the loss that we are thus called upon to bear.

The disappointment of the Service will be greatly heightened by the knowledge that the Arthur Young Company, upon being asked to report, recommended a flat bonus of \$564 to all civil servants, irrespective of whether they are married or single or what salaries they may draw. This recommendation, we are informed, was strongly endorsed by the Commission, which makes its rejection by the Government seem the more surprising. We are convinced, however, that it was the original intention of the Government to increase the bonus and we are further convinced that the change in the attitude of the Cabinet was brought about by ulterior consideration, of a political nature and having no direct relation to Civil Service affairs. These considerations are of course Cabinet secrets, but we nevertheless can form a fairly correct estimate of their nature. For instance the Government doubtless feels that an increase in our bonus might be used against them in connection with the returned soldiers' bonus agitation. Again some supporters of the administration in the House may consider that an increased bonus might be unpopular in their ridings. The attack made upon the Service by Mr. Donald Sutherland, M.P. for North Oxford, who represented Government employees as being a specially privileged, pampered, greedy and lazy class, undoubtedly injured our cause. It is a shame that the Service should have to suffer by reason of a slanderous and contemptible vilification, couched in terms of deliberate and intentional falsehood, from the mouth of a cheap jack politician like Mr. Sutherland, in order that he may make a big fellow of himself among a certain element of misguided, and by him misguided, constituents who are not in a position to be conversant with the facts. We are satisfied that the



amount of \$12,500,000 voted by Parliament is sufficient to provide a substantial and general increase in the bonus. Parliament intended that we should have this money to aid our necessity, but it is apparently not going to be distributed in full, and the Government probably will have a large surplus balance on hand at the end of the year if the present award is adhered to. So then, for political reasons, and notwithstanding the fact that Parliament has provided money for their relief, women and children dependents of civil servants are going to be hungry — because that is simply what the situation means in plain English. We are just wondering whether the Service will take it lying down. We have always been strong for efficiency in the Service, but civil servants are human and frankly we do not expect much efficiency in the face of these conditions and the Government certainly has no right to expect it.

The argument that the Civil Service bonus should not be increased because the overburdened taxpayer cannot afford it will not hold water. Practically all the taxpayers, with the exception of civil servants and certain other unfortunate salaried classes, are paying each other double wages and double prices and thus they all weep even on the high cost of living game and many do better than that. The taxpayer who works for wages has had those wages doubled and in some cases trebled. The taxpayer who cultivates the evil meets the high cost of living very nicely with the high prices paid for his produce. The taxpayer who sells groceries, clothes, anything in fact, keeps himself well abreast of the financial situation. We observe these poor taxpayers riding about in 1920 model cars, sauntering off to California for the winter and indulging in all manner of luxuries and comforts that civil servants would not dare to dream of. We are a little weary of the taxpayer argument against paying civil servants at fair current rates for their services. Civil servants are also taxpayers, and the most long suffering of all taxpayers.

### The Washington Classification

The statement anent the Washington classification appearing in another column will be of great interest to the Service at the present moment when perplexed civil servants are trying to figure out how they will fare under our own classification and whether the Government owes them something or they owe the Government something under the application — preliminary or final — and the bonus regulations living and dead and yet unborn which combined make up the law under which they receive their salary or compensation. In this statement only a few of the outstanding features of the Washington classification were reviewed. A careful reading of the report shows many other discrepancies between the Washington and the

Canadian classification the sum total of which convince one that if the Canadian classification were done over again there would be a very different result.

There is no use crying over spilt milk, but it would be unwise to let this opportunity pass without considering some of the admitted imperfections of the Canadian classification and how they may be remedied. Some will say discard the classification; some demand a larger bonus; some ask a percentage or flat increase to bring the salaries up to present day conditions. It is in the opinion of *The Civilian* extremely improbable that any one of these schemes would make the present Canadian classification acceptable or even workable. Something must be done, however, and that soon if the Service is to be saved from absolute demoralization. Relationships between groups of workers which were right in 1918 are not, in some cases, right in 1920. The higher salaries provided by the Canadian classification were not adequate for the duties and responsibilities even under the theoretical normal of 1918 and none of the suggested remedies will cure this imperfection. The various bonuses provided have never been sufficient to cover the difference between the theoretical normal and the actual conditions under which we live.

Now the Washington classification covers more or less fully all these faults in the Canadian classification, but we could not adopt the Washington scheme overnight. It will therefore be a matter for serious consideration by our organizations as to whether we should not now concentrate on a policy of working for a revision of the Canadian classification in order to cover those features in which it is imperfect. Would our organizations approve of a policy favouring the doing away with the bonus, the revision upward of salaries to meet present day needs, the standardizing of scientific, professional and technical positions, having the salary for the highest positions set by Parliament on report by the departments and the Civil Service Commission? Would our organizations in the meantime approve of a policy of endeavouring to have those most glaring imperfections in the present classification righted in order to provide for a measure of uniformity? These are progressive policies and *The Civilian* suggests them for serious consideration. This is not a time for despair over conditions which might have been avoided if the Commission and the Government had heeded the advice of our organization. It is the time for constructive suggestions and movements. We cannot afford to wait. We must lead.

### Morale

Nobody can exactly define what the word "Morale" means in our ordinary English speech, but everybody knows what the thing is to which this name is applied. And everybody knows how vitally important a thing it is. Take it away from any organized body of people and they become useless as a body. National solidarity, civic



pride, the sense of class duty and right — without these forms of morale we should have mere anarchy, we should be savages or worse.

Whether a sound morale shall or shall not be cultivated in the Civil Service of Canada is a question that affects primarily the Canadian public, and so it becomes a matter for the consideration of Canada's representatives in Parliament and in government.

But every civil servant also has a very real personal interest, and real power, in this matter. Many who are in the Civil Service are there for life; they have no effective choice, for their old business connections are decayed and broken, their skill in former lines is lost or suspended by new methods—a livelihood is impossible except in their present employment. In spite of recent happenings, in spite of the return to outside occupations of a number of good men of the Service, it still remains true that civil servants are, in effect, marooned together.

Whether this island, so to call it, upon which we are thus associated shall be a festal grove or a hell on earth is simply a question of morale.

We do well, therefore, to urge upon the authorities reforms of various kinds, for the basis of morale is justice as between man and man, justice that manifests itself in practical fashion by assuring each sufficient livelihood. No matter how strong the cords that bind us in common interest, injustice is a rot that will eat them away. And justice comes primarily from those who are in charge of public affairs.

But morale is not alone a culture of authority, every person can help its growth, or hinder. "It is an old saying among sound lawyers that "He who seeks justice must do justice; he who enters a court of equity must enter it with clean hands."

A man cannot merely pass along an act of injustice or unkindness; he gives it a shove. The final impact may be death to somebody. If, then, we demand justice of those who have our great interests in charge, let us do justice—and make it good measure for certainty's sake—to all associates. Morale is a living thing, a growth. If tomorrow it were known that the Civil Service of Canada was a place where everybody was just and fair to others, and decently considerate of others, the authorities would be compelled by that tremendous fact to give us everything we could reasonably ask.

### Editorial Notes

Mr. Donald Sutherland, M.P., said in the House that Civil Service organization had the Government by the throat and that we were constantly dictating to the Government and getting away with it. This compliment quite bucked us up for a while, but any illusions that we entertained with regard to the subject were widely dissipated when the bonus award was announced.

We regret that owing to lack of space we are unable to publish a report of the meetings of the Executive of the Federation in the present issue. We wish to draw attention editorially, however, to the fact that the executive has held regular weekly meetings, and also a number of special meetings, since its installation in office two months ago. The attendance at these meetings has been very full and all the members of the executive are hard at work.

—CSFC—

The valuable library of the Department of the Secretary of State of Canada, which contains Parliamentary Papers of immense value, dating from the first Parliaments of Upper and Lower Canada, 1792, is just removing from the East to the West Block in order to provide more space for the Finance Department.

The Librarian, Mr. H. Roy, has our sympathy, as we know the magnitude of the task of removing such a mass of volumes.

It is too bad that the Government could not have found a more suitable place than the attic of the West Block, which offers no better protection from fire than the rooms previously allotted to them.

—CSFC—

The more keenly observant readers of *The Civilian* have no doubt noticed that on the front cover of this number, two special features are advertised, one of which refers to a continuation of our series of articles dealing with the Government Railway Problem. The same observers will have noticed that the railway article does not appear. The explanation of the omission is that the cover was printed before the copy for the minutes of the Postal convention were received. The matter offered by the officers of the D. P. C. A. proved to be unexpectedly voluminous and it was accompanied by the strongly expressed desire of the officers that if possible the full story of the convention be printed in one issue. *The Civilian*, in its desire to meet the situation, has been compelled not only to hold over the railway article until the next issue, but also has extended the size of the present issue to eighty pages; this being the record size of this magazine since its establishment. In consequence of these circumstances the date of issue of this number will be delayed and the Committee appeals to its friends to make allowances for conditions of this kind which sometimes are bound to arise.



# THE CIVIL SERVICE IN THE HOUSE

The Civil Service as usual got its fair share of attention in the debates of the fourth parliamentary session, which commenced February 26. There were various references to the Service, most of which arose in the discussion of subjects other than those relating to strictly Civil Service matters, but on March 18 Mr. Fripp brought up a purely Civil Service subject — classification — the largest question affecting civil servants that has arisen in many years. The present article deals with what occurred in the House up to the Easter recess; a later article will cover the remainder of the session.

About the first reference to the Civil Service (and it is doubtful if it can really be regarded as relating to the Civil Service, was Mr. Cronyn's reference on March 1 to Sir George Murray's statement that our Ministers of the Crown, whom Mr. Cronyn refers to as "those servants of the people, who in proportion to their responsibility, labour and necessary expenditure, are so fantastically underpaid" have both too much to do and do too much. Mr. Cronyn was speaking about the machinery of government and the fact that he referred to "antiquated and obsolete plant" and the necessity for "a department of thinking" gives ground for the impression that Mr. Cronyn thought if Ministers were to be paid a better rate they should furnish more thinking for it. Mr. Cronyn was agreed that the public service at least was not overpaid, and while he thought it was obvious that experts could obtain higher salaries than the Dominion was awarding, there was a suspicion that certain departments were overmanned. Mr. Alexander McGregor (Pictou) followed on the same date and placed upon Hansard a statement showing that 23,532 returned men had been placed in positions in the different departments of the Government service. Sir George Foster, Acting Premier, in extolling the virtues of the Union Government and what they had done, referred to the second article in their platform as Civil Service reform, the extension of the Civil Service Act to the Outside Service, the abolition of patronage, and a preference for returned men in making appointments, which pledges he stated "had been carried out to the letter". Mr. D. D. McKenzie did not share Sir George's view. His idea was that "there has never been such a muddle in this country, or in the whole world, as there

is in connection with the Civil Service today".

On March 10 Mr. Hocken asked a question as to the number, race, and religion of employees in the Customs Department, and was given the information. Mr. Fripp on the same date got an order for a return dealing with number of persons discharged from the Printing Bureau; and Mr. Mackie got an order *re* dismissals and appointments in the Civil Service in Canada since January 1915.

On March 11, Mr. John A. Currie stated there was a good deal of unrest among letter carriers in Toronto and he wanted to know whether the Government had made any arrangement likely to avert a strike and trouble such as occurred a few years ago. He was told by Hon. Mr. Rowell that the point apparently was the question of making re-classification retroactive to April 1919. He stated the point would be covered by amendment to the Civil Service Act; but, as other matters would be covered, it was thought well to make one bill out of it rather than to introduce separate bills on separate subjects.

## Civil Service Superannuation

The day following in connection with discussion on Royal North West Mounted Police pensions the question of Civil Service or superannuation came up and Hon. Mr. Crothers took occasion to rap the Service. There might be some who had given their lives to the service of the country, but he could not put his finger on any. As soon as there was a vacancy in the Service according to Mr. Crothers there was "a scramble of hundreds to get it because they know they are going to be paid more than they could earn anywhere else." He admitted there were some men (though he considered the number was comparatively few) in the public service who were not sufficiently paid and he would be among the first to increase their salaries. On the whole, however, he was opposed to the principle of pensions or superannuation. Mr. Fielding did not want Mr. Crothers' words against the whole principle of superannuation to pass without some word of dissent, he would not say protest. He thought a pension system was of value in enabling the Government to hold men. Mr. Fielding stated that the retirement fund which had superseded the superannuation system

was inadequate. "It is only a system of compulsory saving, and all the Government pay is a slightly higher rate than the common rate of interest. But this retirement fund is insufficient to enable a man to retire with a reasonable amount of comfort. Mr. Fielding pointed out that the large commercial undertakings had superannuation or pensions systems. He concluded by stating that "every civilized nation has found to-day that it is necessary to have a superannuation system, and I hope we shall have it in Canada." Mr. Crothers admitted there were some instances in the Service where men were inadequately paid, but he did not think one swallow made a summer. He thought there were men in the Service who lived beyond their means, but that "the man in the public service ought to provide for old age in the same way as does the individual who is in private employment." He thought Government employees "should be insured by the Government on premiums paid by themselves", and he thought civil servants should be compelled in the way thus suggested to make provision for old age.

On March 15, Mr. Euler was told by Hon. Mr. Rowell that a number of appeals had been received from rural mail contractors for increased remuneration on account of the high cost of living; and on the same day Mr. Richardson brought up again the now celebrated case of Mr. James Connor. Mr. Richardson reviewed the history of the case and pressed for an investigation of Mr. Connor's dismissal as a preventive officer from the public service. The Minister of Customs promised to arrange for some official satisfactory to Mr. Richardson to investigate the matter and the motion was withdrawn.

On March 17, in reply to a question of Mr. Ethier, Hon. Mr. Rowell stated re-classification was in progress of being applied and it was anticipated the work would be completed shortly.

The most important debate of the session on purely Civil Service matters was that brought on by Mr. Fripp in moving on March 18 for a copy of all correspondence, etc., filed with the Civil Service Commission regarding classification of the Civil Service. Mr. Fripp recited the circumstances under which the classification had been carried out, and at the outset of his remarks protested against the employment of an American firm to do the work.



He objected to the cost of the classification, which he estimated up to the end of the fiscal year at \$150,000, and he did not think the work had been performed in a businesslike way, but was inefficient and in many instances absurd. He called attention in this connection to anomalies in the salaries of the secretaries of various departments as compared with that of the secretary of the Civil Service Commission. Mr. Fripp touched on what had been done in the reorganization of the Government Printing Bureau, and objected to some of the procedure followed there. While opposed to a return to the patronage system, he thought that "this classification by this American concern has done more to weaken the policy of this Government in connection with placing the control of appointment under the Civil Service Commission of Canada than any other thing could possibly have done." He stated that ninety-five per cent of the members of the Civil Service were upset and discouraged. In conclusion Mr. Fripp asked that the Government withdraw from the Civil Service Commission the power that they have given them to employ these American gentlemen, to dispense with the services of these gentlemen at once, and to have the Service reorganized by the men most competent to do so, namely, the deputy ministers and their respective chief clerks."

Mr. Burnham sarcastically reminded the House that the fault which had been exploded by Mr. Fripp was the work of the House, and that, if the members believed they were unfit to recommend appointments, it only remained for the Government to take up the job. Mr. Proulx instanced as a case where the classifiers had made a mistake, that of the translators of debates of the House and Senate, and he considered if the work were to be properly done it would have to be done by university professors educated in the two languages. Hon. Mr. Rowell went over the history of the Act of 1918 and stated it was necessary to have a re-classification in order that men doing similar work could be on the same basis. He stated that the Civil Service Commission after looking over the whole field had secured Arthur Young & Company as best qualified to understate the work. He pointed out also that the Civil Service Commission was responsible for the classification and not the Young Company. In reply to a question of Mr. Bureau asking whether Young & Company or the Civil Service Commission made the classification, Mr. Rowell stated it was made by the Civil Service Commission and that Young & Company were the experts who advised the Commission. Mr. Rowell stated that there would have been no dis-

satisfaction on the part of the Civil Service "if the Civil Service Commission and the experts had been willing to give a general advance in salaries beyond what would have been justified". They had come to the Government and had stated that a tremendous pressure was being brought to bear upon them to move up the classes beyond what they considered in the public interest "and to move up salaries beyond what people could earn in ordinary positions outside the public service" and they had asked the Government what they should do, and the Government had told them their duty was to do what was right. Mr. Best countered with a query as to whether the Government had done its duty by increasing the salaries of a number of people from \$100 to \$1,000 when the report was expected down at any minute. Mr. Rowell's reply is best given in his own words:—

"Personally I have no hesitation in saying that I think the Government made a mistake in including any names in the Estimates brought down in the year 1919. I think all should have stood over until the Civil Service Commission report was brought down in the House... We are not infallible, we do make some mistakes, and that is one that we made in connection with the Civil Service."

Mr. Rowell also touched upon the matter of the leaving of experts in the Service to secure higher salaries. He stated that higher salaries had been provided for many technical men, but that they were able to secure even higher salaries with commercial institutions and as a result they had left the Service. Mr. Rowell stated "it may be we shall have to review the whole situation, having regard to the payment of experts in the public service on a substantially higher scale than has been paid in the past, or the country may entirely lose the benefit of the services of such men."

Mr. Rowell pointed out what was being done in connection with the establishment of a Board of Hearing and stated that he believed the Civil Service Commission in the matter of classification was "earnestly, faithfully and effectively seeking to work it out solely from the standpoint of the public interest and what is absolutely necessary." Mr. Ethier wanted to know, if the debates translators were under the control of the Speaker, how it was that the experts in classification claimed the right of classifying these officials. He stated he had had many complaints from civil servants with regard to classification and stated that some twenty technical men had resigned from the Inland Revenue Department. He thought the classification of their positions was ridiculous, and he

was confident that the classification of other branches was equally ridiculous. Mr. McKenzie referred to the Committee of the House which had been appointed to inquire into the Civil Service and which he did not think had brought any results to the Service. Referring to what Mr. Fripp had mentioned in regard to the way men were laid off at the Printing Bureau on the advice of the Civil Service Commission or their experts, Mr. McKenzie thought any system which merely got down to the toss of a copper as to whether they stayed in or went out was not the proper one. He hoped that, if there were to be a certain weeding out, the greatest possible care would be taken. Mr. Rowell said he felt sure it would be found that that every consideration had been taken in retaining men in the Service. Mr. McKenzie, however, did not concur and went on to speak of the difficulty of grading and keeping graded the civil servants, pointing out in this connection that the Government had dismissed 11,000 civil servants and appointed 24,000. Mr. McKenzie told the old one about the civil servant who had nothing to do and then had a helper appointed to help him do it. He thought there was no reason "unless it be timidity, why the Civil Service Commissioners should not have themselves determined the remuneration and avoided the expenditure of hundreds of thousands of dollars involved in bringing people from a foreign country to tell them what they should do and what wages the men should get." He said a lot more chiefly to indicate that the Commission was guilty of "frightful weakness". Mr. Lapointe wanted to know whether the House and Senate had jurisdiction over their employees in the matter of classification; and Mr. Rowell replied that his impression was that the Civil Service Commission would classify the staffs of the Senate and Commons. Mr. Fripp in closing the debate pointed out that a deputation of deputy ministers had protested against the classification; he thought the procedure under classification would mean that deputy ministers would lose control of their staff. He thought too that with classification there would be practically no promotion for civil servants. Mr. Fripp concluded by asking that "the Government dispense with the services of these gentlemen from the United States and ask the deputy ministers to make a report and clean up the re-classification in order that we may have an efficient Civil Service not only in Ottawa but throughout the whole Dominion."

On march 19, Hon. Mackenzie King asked whether the Acting Minister of Public Works had any estimate of what



the city of Ottawa lost through exemption of civil servants from taxation; and Mr. Reid stated he would give details when the bill was under discussion. It was a large amount. Mr. Fripp thought the collection of income tax from civil servants would work a great hardship and that this action would result in the Government being under necessity of increasing Civil Service salaries. Mr. Fielding thought there should be no objection to the clause abolishing exemption from taxation. Mr. King thought if there was any hard bargain it was so far as the civil servants of Ottawa were concerned. Mr. Reid could not agree in this view, he considered there was no hard bargain on the civil servants "who are being classified to-day so that they may receive salaries on a fair proportion to other workers throughout the city who are filling positions of a similar character."

On March 22 Mr. Mackie was told by Hon. Mr. Reid in response to a question that the Public Works Department could dispense with employees in the Architectural and Engineering Branches, the number depending on the work which the department was authorized to carry out, and that the services of some of the employees could have been dispensed with "some time ago" without hampering the work, — this from the beginning of the year 1917.

On the same date Mr. Ethier moved for copies of all correspondence, etc., relating to re-classification and resignations in consequence. Sir George Foster pointed out that the return would involve a tremendous amount of work but to the main part of the motion as to resignations, etc., there was no objection.

On March 24 in reply to a question by Mr. Gauvreau, Hon. Mr. Sifton stated that appeals taken to the Board of Hearing were finally disposed of by the Civil Service Commission and not the Board of

Appeal and it was stated that the Commission had confirmed all recommendations of the Board of Appeal except in one instance where the office had been abolished. On the same day Mr. Demers was told by Hon. Mr. Meighen that a number of members of the Mines Department had resigned for the reason that they had received more remunerative positions. Hon. Mr. Sifton stated in reply to a question by Mr. Fontaine that 233 employees had been dismissed from the Government Printing Bureau since November 1, 1919. On the same day Mr. Glass in a speech *re* flax industry stated, "It is unfortunate that at the present time there is not a proper appreciation of the value to the Civil Service and the country of technical men with scientific knowledge; and referred to a man in the Agricultural Department leaving because his salary was inadequate. In this connection he said: "How long shall we be able to hold our technical men if this continues? These technical men are necessary to the development of the industries of this country, but the Civil Service Commission just fix what they think should be the maximum salary for the position and I don't know but what the chances are that when they advertise for a chemist they get a blacksmith." Mr. Glass thought the matter a serious one and hoped the Government would "put a check upon this waste of important skilled and technical experts in the Department."

On March 26, Hon. Mr. Meighen laid on the table a return to an order of the House of March 18, 1920, calling for copy of representations, complaints, and correspondence with reference to classification of the Civil Service.

On March 31, in reply to a question by Mr. Burnham, Sir Henry Drayton pointed out the conditions under which civil servants are eligible for superannuation.

## At the Federation Convention

There were many interesting phases to the convention, not the least being the pleasure experienced in meeting so many representatives of various branches of the outside service. Each branch seemed to have many distinct problems of its own, but that didn't prevent its delegate taking a keen, intelligent and above all a tolerant interest in the problems of others.

The committee work was excellent. If one could only have managed it and had there been time enough, one would have liked to have been on all the committees, for it was there that one experienced just what a fine lot of delegates had been sent to Ottawa. Here's hoping they may come back next year.

Five women delegates were present, all from Ottawa. They were Mde Mercier and Miss Lily Paynter representing the Office Cleaners' Association; Miss Jessie Ross, president of the Women's Branch, but representing the Pensions Board; Miss Annie Dewar and Miss Edna Inglis, delegates for the Women's Branch.

## Women Elected to Dutch Parliament

News come from The Hague that on March 2nd, Mrs. Pothius Smit, a Socialist, was elected to the upper house of the Dutch Parliament. She is the first woman member.

—CSFC—

## DOM. MEAT LAY INSP. ASSN.

Secretary T. S. Evans, of the above association reports the result of recent election of officers as follows:—

J. Buitham, president; T. S. Evans, secretary-treasurer; P. Kelley, G. Dicks and J. Williams, executive; A. McGinn and P. Kimpton, sick committee.

Mr. Evans reports that the members are taking a greater interest as is indicated by 100 per cent attendance at meetings.

## MODERN JUVENILE FINANCE

A small boy called on a doctor one evening.

"Say, Doc, I guess I got influenza", he remarked, "but no one knows it. I can keep it quiet."

The doctor looked puzzled.

"Aw, get wise, Doc," suggested the small boy. "What'll you give me to go to school and spread it among all the kids in the village?"

# WOMEN'S COLUMN

(Continued from April issue)

## The Dancing Classes

The Recreation Committee of the Women's Branch, convened by Miss Helen Leggett, have to their credit this season, a most successful series of dancing classes. Over three hundred members were enrolled and they have just held the closing dance of the season, at the Racquet Court.

## A Conservative Estimate

A return brought down in the House of Commons during the month of March 15th shows that out of 46,339 government employees, 6,471 are women. Of 23,035 others, sex not stated, probably a smaller proportion are women, as this includes 4,400 Public Works employees. It would appear that from 10% to 12% of government employees are women.



# The Toronto Trend of Thought

By GEORGE F. MILLNER.

The statement was made to the writer of this article that, "There is little doubt, if any, that post office employees owe their low salaries to the fact that their duties do not require any great amount of concentration; that their duties are not arduous, and that it does not require of the employees any great degree of effort to become efficient in post office work."

To those who understand the organization and the intricate mechanism of the greatest Canadian public utility, the Post Office Department, there is not any greater fallacy! In the first event, provided each clerk does not concentrate his whole attention to his work, he will find himself brought to task speedily. Should he make the slightest error, he has no opportunity to remedy it, for his error has passed beyond his control through Time, the factor which governs all post office work! "Eternal vigilance is the price of safety (from error) to each employee". "Degree of effort". Each clerk is a trained "memory specialist", the "tools of his trade" are carried in his brain. Minus a trained memory, the most accurate knowledge of thousands of names, changing constantly in their "distribution" to various pigeon-holes in his letter-case, which practically, corresponds to the division of Canada for which the mails he handles are destined to reach ultimately—he fails to become of the slightest use in post office work!

From the highest post office officials, — for example Chief Post Office Superintendents, upon whose shoulders rests the adjustment of the intricate mechanism of the huge machine — to the humblest porter—who handles many bags of mail correctly and diverts them to their proper channels—there is exacted every ounce of energy he possesses to prevent errors.

There is not space sufficient in this issue of *The Civilian* to explain in detail the duties of either officer. To describe them, the duties of a Chief Post Office Superintendent, which are in a great measure responsible for the known efficiency of the Post Office Department; the responsibility attached to each one of his subordinates, clerks, sorters, and porters, would occupy as much space as is taken up by twelve such numbers of this paper.

The Post Office Department is an efficient organization based on intricate and interlocking mechanism, which unfortunately, is an absolute *mystery* to the public who profit by the mysterious! Upon that mysterious procedure of correspondential exchange — to every part of the earth—the public places faith of delivery; to the public the post office by reason of use and custom has become, from the earliest moments of modern reasoning power, a medium of common use which in turn has become a second nature to all correspondents. And upon that edifice of intricate mechanism, open to all, is erected in a greater degree than is realized the basis of success erected by the founders of the commercial structures of Canada.

Unfortunately — and especially unfortunate is it — for post office employees, the post office, upon whose efficiency thousands of commercial structures depend for success, upon which success thousands of citizens of Canada depend for their daily bread, an efficient, cheap and reliable organization, the greatest public utility of moderne times, remains, practically, a mystery to those who, without thought, accept its methods. That the mysterious is accepted by thousands may be proved by a perusal of the Postmaster General's reports issued annually; that the mysteriousness of the post office is a fact is proved by another fact that the average man knows little or nothing of how and in what manner his correspondence is treated once it disappears between the lips of the Sphinx-like letter-boxes. And these two facts are unfortunate for the post office employees, the cogs in the intricate and interlocking mechanism, because their duties, arduous, requiring intense concentration and the cultivation of accurate memories, being shrouded in mystery, are not recognized at their true commercial value by the public interested intensely in their mysterious occupation.

To use a homely Spanish proverb, "That which is beneath my nose I do not see." Habit — which is use, and custom — is responsible for the proverb. The post office is there. How many persons give one thought to the huge volumes of correspondence which flow in and out of its doors? Yet, some of the largest Canadian city general post offices receive, sort, and

despatch, daily more than the number of *five hundred thousand* letters! They will receive, sort, and despatch a vast number of second and third class postal items, newspapers, and parcels, approximately, *twenty-three thousand* tons of mail annually. These statements are not figments of a vain imagination. They are cold, plain facts! And bear in mind, please, that each letter, each parcel, and each newspaper must be handled separately by the sorting clerks!

Each post office employee, while on duty, engaged either with first or second class-mail, must bring to the execution of his duties intense concentration of mind and a devoted energy of purpose. (Of course, such qualities are demanded of every Canadian worker who desires to rise in the walk of life which he has chosen; but, they are fundamentally necessary to the postal employee because he is a "memory specialist"). Provided the postal employee does not concentrate his whole attention to his work — which is meticulous, and comes in "rushes" — errors will creep in. Error once made can not be remedied by himself personally. His work has gone forward. Error, therefore, to him means fine, or suspension, in some cases, even, dismissal will follow. Memory-power, speed and accuracy are the vitals of his tenure of office, and for these three reasons alone if for none other, though there are several, concentration, of a marked degree, is demanded hourly of him.

There are three-thousand two-hundred post offices in the Province of Ontario. (There were, prior to the inauguration of Rural Mail Delivery, one of the greatest boons to our rural population, five hundred more post offices). The sorting clerk must memorize the names of those post offices and the method of the distribution of the mail addressed to each office. There may be — there are instances given in the "Distribution Book of Ontario" — as many as six different methods of mail transmission to one office. There is, in every Canadian post office, an "Order Book" in which is made daily sometimes, changes in mail distribution. In addition to his fundamentally necessary knowledge of more than three thousand post office names each sorting-clerk must memorize these changes.

It cannot be said, with truth, that any man memorizing three thousand names, with their changes of distribution, and using that memory with efficiency, accuracy and speed each hour of his duty lacks concentration of mind. Or that he is not, what I have termed him, a "memory specialist". In addition to his feats of memory he must acquire by experience a meticulous accuracy and great speed of sortation. He will handle hundreds of



letters daily. Without hesitation he must sort each one letter. Otherwise delay is incurred, an injurious delay to valuable business correspondence, the base of successful procedure to every business house; a temporary severing of the lines of communication by which our modern friendships, on numerous occasions, absences from home, business-trips, are held together. Mail "closing-hours" are like tide and time. They wait for none.

And as in Ontario so each other province of Canada possesses its own "Distribution Book". The like conditions of mail service prevail in each province. Each sorting-clerk, to become efficient — and there are hundreds of proficient clerks — must memorize the names of these provincial post offices. There are *thousands* of post offices in this Dominion!

At every moment of his duties the sorting-clerk is struggling against time. Mail schedules are arbitrary factors in the distribution of mail. Railway mail travelling post office, "baggage cars" — both means of mail transmission — depart on the moment appointed by railway authority. Failing the concentration, accuracy and speed of any post office personnel the mails in turn fail of despatch.

"Concentration!" "Accuracy!" "Speed!" "Feats of memory!" These qualities are so common in post office circles that they pass unheeded by every clerk. But they are there. Unheeded they may be unfortunately, they are not known to the public and, therefore, are not valued at their worth — but without them the greatest public utility owned by Canada would prove a dismal failure.

Space alone prevents the writer dealing intimately with the duties of a sorting-clerk engaged with the work of forwarding mails from his office. As for the "city sorting-clerk" the feats of memory each man performs are little short of the marvellous. Yet, such wonderful feats of memory are the ordinary accomplishments of every "city sorting-clerk". One instance, as an example, shall be given of his work, one, which is duplicated, perhaps, thousands of times in the sortation of hundreds of thousands of what are known as "city letters".

One street may wend its way along miles of distance. It is numbered perhaps to "2000", perhaps, "3000". Each number represents a house, an apartment-house, store or business building with its scores of occupants. There may be twenty letter-carriers (space prevents mention even of their duties, which are complicated, and minutely particular and most important) to provide this one street with mail-service, but, of course, each letter-carrier will provide other streets in his section, term-

ed a "walk", of which there are hundreds in each city. But beyond a certain number of the long street the letter-carrier does not venture. He has not time.

The long street, therefore, is "cut up" into twenty sections of numbers which each city sorting-clerk must memorize to provide an accurate mail service. This one street, by hundreds, is duplicated in any modern Canadian city. The numbers may be more or less, but they must be memorized, accurately, and by the many thousand. Failure to memorize each "stopping number" for each carrier, of whom there may be hundreds, each with hundreds of numbered houses on his "walk", results in serious delay of city correspondence. Has any citizen, of any Canadian city, realized the vast amount of labour, the meticulous accuracy required of each sorting-clerk to provide several daily services of mail?

The fact must be recognized that postal clerks are "memory specialists".

In almost every other walk in life an employee working faithfully, and efficiently at his duty, no matter what that duty may be, can attain sufficient experience to enter another, perhaps, a better paid form of labour or duty. The post office employee spends his life, he devotes himself with meticulous accuracy to forwarding the efficiency of post office work. But, outside the post office "mysterious" circles his experience and efficiency are without the slightest value. The statement was made recently "Government men being well paid should be in a position to provide for their old age". Lack of space alone prevents the writer from writing his opinion of that statement. With regard to a Superannuation Fund for Government employees, the provision of that fund, in the case of the post office, at Toronto, cannot be said to prove expensive of maintenance. The number of superannuated post office employees in that city may be numbered upon the fingers of one hand!

Having mentioned briefly — a brevity caused solely by a lack of space — the duties of sorting clerks, there are other clerks, quite as important to the mechanism of the Post Office Department, whose duties must be as briefly given mention.

(The fact must be recognized by the readers of this article, that to describe the huge organization known as the Canada Post Office; to deal intimately with the duties of the cogs in that intricate mechanism, would be a task of months and would occupy many pages of description. Therefore, this brevity!)

"The issuing of a money order is but the work of a few moments." It is the safest method of transmission of money known to the public, who use that method

for the transmission of large or small sums, but use it with complete confidence and thousands of instances are recorded daily. There is a "Book of Instructions" issued, and there is a "Post Office Guide", in which are printed hundreds of post office names. Each clerk must memorize the instructions, he must, also, memorize, as in the cases of his brother sorting-clerks, hundreds of post office names.

Some of these offices are "closed" for long or short periods of time. The clerk must memorize each closure and also the date of re-opening of the closed office. He must, on occasions, request what the purchaser of a Money Order sometimes appears to think are personal details of a transaction, a duty requiring great tact and discretion. Each Money Order clerk, in addition to his intimate knowledge of Money Order offices, and the discretion he exerts, must be acquainted intimately with the issuing and payment of Money Orders; the issue of Postal Notes, and their payment; the issue of Annuities—here it must be written a wonderful source, not thoroughly investigated for its cheapness and returns by the public, of old-age comfort at a trifling, practically, expenditure in youth—and not so long a time past, in the issue of War Bonds, and the details of the Post Office Savings Bank Department he must have for use at his finger-tips.

There are arbitrary channels through which the business of the Money Order Department must flow. In no other manner could the vast amount of business accomplished in Canada be undertaken. Certain numbered envelopes must be used; various but determined means of their transmission must follow through the mails; numbered sheets and printed forms of meticulous methods must be filled in and forwarded to the proper quarters. Rates of exchange, war-taxes, accurate date-stamping, accompanied by as accurate a filling in of the sold Money Order, or Postal Note, must receive the careful attention of the issuing clerk, accompanied by the making of change, which, does he make error in that important matter, results in a personal loss.

The paying Money Order clerk must be a keen judge of human nature. At times he is called upon to pay out large sums of money. True, he is safeguarded by the Government, which requires of him that he obtain identification of the payee. But, there are hundreds of Money Orders issued for small sums — huge in their aggregate — which the paying clerk, relying upon his training as a "humand nature" expert, pays on his own responsibility. This he does to avoid delay to the payee. He is not supposed to perform many such little acts of kindness. Charity and busi-



ness, as a rule in modern times, do not assimilate. Nevertheless, the average Money Order clerk, the outward and visible sign of the Government, does act in this manner and upon his personal responsibility.

And there is not one Money Order clerk who is not called upon hourly to furnish information in a hundred different ways regarding Money Order transactions. Bear in mind that each clerk must know exactly the conditions governing the issue of any Money Order to any part of the world. With the exception of one country, Spain, he engages in a world-wide monetary business. Does he err he can be quite easily brought to task. But he makes extremely few errors in the thousands of Money Orders he issues annually.

If he did not concentrate his mind upon his task, at a wicket, where probably, a long line of buyers wait, then he never could become what he is, a trained memory specialist, for he has not time to consult the printed guides to his duties. He carries the tools of his trade in his mind by concentration and long practice!

Then there are the clerks engaged in the various Accountant's Department throughout Canada. Their duties consist in paying the staffs; estimating allowances, and bonuses; keeping all staff-records; putting into effect the numerous Orders-in-Council, the rulings of the Post Office Department, regarding increases of salary for thousands of post office employees. They also supervise the checking, and accounting of all Postal Pillar box revenue; the issue of stamps, to hundreds of post offices — one accountant-staff issued \$8,000,000.00 worth of stamps, to 1,800 offices, in one year — and the issue of Postal Notes to the post offices within their radius of distribution. The annual cash total of one office, for salaries, amounted to the sum of \$2,000,000.00; the annual revenue of this office amounted, approximately to the enormous sum of \$5,000,000.00. The staffs are personally responsible.

In conclusion there follow the registration clerks who sort mail only to Railway travelling post offices, whose mail clerks engage, with the clerks, in the intricate system of registered mail transmission of "hand-to-hand" transfer of valuable mail items; thousands of articles registered, each one of which may be traced in its sometimes devious, nevertheless accurate course in the mails.

Banks use the registered mails for the transmission of large sums. From the moment of the receipt of any bank packet registered a meticulous care is exerted on behalf of that packet's safety. Stock and Bond houses transmit with perfect safety millions of dollars in valuable paper

through the same channel. The legal fraternity adopt the same methods of transmitting irreplaceable legal papers and documents. Each item registered is handled by a registration clerk and he is held personally responsible for the slightest error or deviation from his duty.

Each registered clerk signs his name daily to sheets upon which are written at length the superscriptions of hundreds of mail items received each one of which may be valued as highly as one-hundred-thousand dollars in actual cash! And that clerk must obtain a signature from his fellow to whose care he delivers the items he has handled. Otherwise? Ruin to his career in some cases. Of a surety he will be made to pay the full value of any article missing provided he has not taken the greatest care to comply in every slight degree with his instructions, which are, "a hand-to-hand transfer accompanied by a written signature", on transfer.

And on occasions there may be a delay in transmission. The forwarding-sheet of the clerk is secured immediately from its file. He may have written the wrong number! He may in error have made, in the hundreds of items he handles daily, an error in his sortation. Such an error is very fatally easy of accomplishment provided the utmost concentration is not exerted every moment by the despatching clerk. For he too works against unhesitating time. The post office has long been an institution of great and cheap utility, but, the general public has never been, it is doubtful if it ever will be, educated to the fact that "mail closing time waits for no man". At every closing-hour of any mail, and especially the registered mails, there comes a huge flow of items which, in spite of their late receipt, are despatched with speed and the greatest of efficiency. Concentration, arduous duty, plus nerve-strain, speed and meticulous accuracy are demanded of all registration clerks. They are exhibited in a marked degree in every department of the post office, in Canada.

The writer ventures to make this statement without fear of truthful contradiction.

In not one other department of the many, under the Government of the Dominion, is there demanded of its employees so great an energy, so much concentration, so steady a nerve-strain, so much responsibility of speedy, accurate performance as is demanded of the employees of the greatest public utility in Canada. And he will make this further bold, but not recognized truth, that the Post Office Department of Canada is the basis of the whole commercial structure erected in the Dominion. Proof for the latter statement may be found. Cut off any business house from

a free accession to the mails; debar any person from its usage, and what follows? Isolation! Ruin!

Unfortunately for all post office employees, and especially in the matter of the low salaries paid to them, their fundamental importance to business procedure and to private interests has never been given publicity. That they are important must be recognized when the matter of their duties are explained to the public who pay their salaries; a public totally dependent upon the efficient organization of the post office for correspondential exchanges. True it is that the post office is a monopoly, but, at the same time it is a cheap and efficient monopoly, in fact, a great public utility. There is not any question regarding that point. Every person admits the fact.

But there is this great question. Has the Post Office Department ever received its due share of appreciation from its customers? And there is this vital question to all employees engaged with that department on duties onerous and greatly important. Shall their salaries for the expert class of work which they perform as memory specialists continue to receive in the face of the great advancement of every necessary article of food and use the low rates which now prevail?

—CSFC—

### RAILWAY COMMISSION CIVIL SERVICE ASSOCIATION

The officers of the above association for the ensuing year are,— President, Mr. Harry Johnston; vice-president, Miss B. K. Dibblee; secretary-treasurer, L. L. Brethour. The executive is composed of the officers and a member of each branch. The association has a paid up membership of sixty-five.

—CSFC—

There can be little doubt that that, whether the United Kingdom or the United States first adopts the metric system, the other would rapidly follow and, having regard to our relatively greater dependence upon our export trade, it is obviously incumbent upon Great Britain to make the first move, although it would not be surprising to find the less conservative Americans taking the lead.

—The Metergram.

—CSFC—

Advertising is telling who you are, where you are, and what you have to offer the world in the way of service or commodity. If nobody knows who you are, or what you have to offer, you do no business, and the world is the loser through giving you absent treatment.



# At the Sign of the Wooden Leg

Your  
Humble  
Servt.  
Silas  
Wegg

## Pyramids, Prices, and Patches.

Adopting the definition of man as a biped that wears clothes, we can represent civilization as a pyramid, the base of the pyramid being the Business of Clothing, which regards raiment as a necessity that must be provided for at certain costs and under certain conditions. Above this is the Science of Clothing, concerned with the technique of fabrics, the strength of threads and the utility of dyes. Above this again is the Art of Clothing, which looks upon our apparel as something more than a protection against the weather, indeed as a means of expressing the sense of beauty and proportion latent in our being. Higher still in the pyramid's construction we reach the Philosophy of Clothing, expounded once and for all by Thomas Carlyle. Then, as a cap stone, we come to the Religion of Clothing, the pyramid tapering to its inevitable point, which directs our gaze upward to Him who Clothes Himself with light as with a garment.

Now that we have looked at the pyramid from the ground up, let us see what supports the structure. It rests, as you all know, on two wobbly pillars known as Supply and Demand, and that is why the various tiers are in constant unrest, why the Business of Clothing — the profit tier — must be managed with care, why the Science of Clothing must be studied with diligence, why the Art of Clothing must be followed with patience, why the Philosophy of Clothing must be learned with humility, and why the Religion of Clothing must be practised with contrite hearts.

This is a very serious matter, dear readers, and I approach the questions opened up by the formation of an "Old Cloe's and Overalls Economy League" in the very capital of Canada with a feeling that I am playing at the foot of a smouldering volcano. This league, like Samson, proposes in blind fury to overturn one of the pillars, that of Demand, supporting the pyramid of civilization, and it seems futile to write at all when one

has premonitions that the whole fabric of society will soon be coming down in ruin upon his head. "How small a hand may turn the iron helm of fate!" A score of men meet in committee and decide not to buy clothes. Carlyle saw portentous events on their way when George Fox clothed himself in leather and went to live in the hollow of a tree. What would he say now if he saw an entire community being roused to clothe themselves in overalls or the pickings of the rag barrel?

The whole pyramid trembles. The Business of Clothing first feels the shock as Samson puts his shoulder into his task. The base of the pyramid is further from the top than the other tiers and as a result (see parliamentary committee reports of last year) there is not much concern there for "the glory of God". Its plans are of the earth earthy. Its seismograph is the price list, and it feels from afar the least tremor along the cotton fields of India or the sheep pastures of Australia. But such disturbances have ever been comparatively slight, affecting only the stability of the pillar called Supply. Now comes an unusual perturbation. The Demand pillar has always been a reliable prop for Business to rest upon. As long as men were too cold, or too hot, or were cleanly, or fastidious, or capricious, there was a steady call for clothes. Is it any wonder, therefore, that the clothing people are in dismay when they hear of a nation in arms—or rather in legs—against the high price of wearing apparel?

Before we pass on, let us give the devil his due. Not all the blame for the cost of clothing can be laid upon the retailer, or the wholesaler, or the manufacturer. A part of it is the price we are paying for our sentiments. Years ago we used to have fifty-cent shirts and three-dollars-a-pair trousers, and we look back upon those times as the golden days. But a minor poet of the name of Hood sat down and wrote a Song of the Shirt, in which he pictured the lone

woman in a garret working in squalor for a few pence on the clothes of the rich. From that day there was no escape from higher prices, unless we ceased to be men with hearts. Thomas Hood with his "Stitch! Stitch! Stitch!" began the assault on the sweated industries, and to-day we are paying for the High Cost of his poetry. Perhaps you think it worth while.

To resume our survey of the seismic troubles affecting the clothing pyramid, we must note how the second tier, that of Science, is shaken by the actions of the Old Cloe's leaguers. Business pooh-poohs Science until there is a crisis. But the man of knowledge has his day. There are laws of nature which cannot be violated, and the scientist stands as a traffic officer on the road of progress to warn travellers when they are getting on the wrong track. So there is a searching out of men who know. These men are being asked to make winter overcoats out of paper and boots out of pulp. Of course, there are many foolish proposals, but let the work go on. Lady Godiva rode forth "clothed on in chastity". Perhaps we can fashion new suits out of scientific formulae and stand before parliamentary committees clad in virtuous thoughts as proudly as the two war veterans appeared in their overalls.

I am afraid that the third tier in our structure, the Art of Clothing, stands in more deadly peril at present than the others. I have seen some men in overalls. But there is always a re-assertion of what is good and useful, and of what is beautiful too—proceeding in nature, and mankind cannot vote itself out of the universe. As surely as the dandelion growing on an ash-heap reaches for perfection of form, just as if it were blooming on Parliament Hill, so a man in overalls will unconsciously seek the due proportion between himself and his garb and give to his overalls in time the grace, dignity, or reverence that is in his own life. The clergyman's



overalls will become a cassock, the professor's overalls a gown, the young man's overalls a Palm Beach suit, as surely as a sik hat on the head of a statesman, a cab driver or an undertaker takes the impress of its wearer's character. So don't worry, dear aesthete. You can't make a gentleman's overalls bag at the knees.

We are approaching the top of the pyramid, where these disturbing elements we have been speaking about have but little effect. Philosophy and Religion are not to be overthrown by earthquakes or Old Cloe's leagues. Yet here, too, the tremors must be felt and duly recorded. A man may dress himself according to his thoughts, but it is also true that he will think according to how he is dressed. You remember the man spoken of in the Scriptures, "clothed and in his right mind", I do not like to twist texts to fit my theme, but there is a truth here that is borne out by every day's experience. Who can compose odes while standing in his linder with a shaving brush in his hand before a mirror? One's thoughts then must travel on lower planes. And who has not felt the call to higher realms of thinking when he puts on his best bib and tucker and starts out from his house? A philosopher should have a valet to keep his trousers creased and his hats brushed. I sometimes think if a tailor would adopt me I might do anything in the line of plain and fancy cogitations.

So, when we reach the apex of the pyramid, we come to wonder whether an Old Cloe's league is what we need. Perhaps it is a New Cloe's league.

You put away a year ago, a coat that you wore at a funeral, or perhaps at a wedding. Why release old memories from the bondage of the past? That hat in the attic is nothing now but "a sorrow's crown of sorrows", and you would be better advised to buy a Borsalino at ten dollars than seek to overturn the present economic order by appearing on the street with the tile and its frowsty memories.

Scarecrows, says the dictionary, are erected to scare crows, and not, we may add, to frighten profiteers although the latter may give us cause (catch that?) to use extreme measures at present. There is an expedient of warfare known as "fighting the devil with fire". Can we not apply it to the present situation? Let us wear all the new clothes we can, coats and hats and shoes — spats even — and, conscious that these good things belong to us as the heirs of creation, march boldly to our employers and demand that we get salaries enough to enable us to pay for our outfits. I venture to say that the Eastern Parade on Fifth Avenue will beat out Coxey's Army any time for effective accomplishment of its purposes. Trust your wife's intuitions. She does not ask what a certain person said, but what that person wore. A man in overalls will not be given a hearing — unless he carries a bludgeon. And, thank heaven, we were not put down as Bolsheviks (with prevailing rate of pay) under the new classification.

This above all, as Shakespeare says, and through all and over all, don't wear them next to your flesh. I did once.

and co-ordination of all civil servants and associations who are still unaffiliated with the Federation.

During a recent dispute with a Canadian railway, four unions representing the employees presented widely divergent claims on the same questions. The railway refused to deal with them until unity of representation was effected. After a conference a temporary amalgamation was arranged and important concessions were obtained.

The Federation is in a position to represent every public servant in Canada, co-operating through the Dominion-wide organizations some of which are already in existence, functioning effectively in handling their own and departmental problems. There are other units scattered all over the country whose continued existence and success depend largely on cohesion with a parent body through amalgamation with similar branches of the same department, in other words the clearing house of all organizations, the Federation, depends on the getting together of all local associations or branches, members of which act independently in their own affairs, uniting with the central body in the larger policies affecting the Service.

In the study of the intricate problems affecting public service, the first consideration is the maintenance of efficiency and the cultivation of high standards of service. In return, fair wages and incentive to faithful performance of duty is expected. The public, our employer, is entitled to have our problems placed before it, in an intelligent manner, and the logical body to do this, is the Federation, on behalf of its affiliated bodies.

Whatever obstacles existed to prevent organizations affiliating, as members of Dominion-wide bodies of the services concerned, they are now non-existent. As a parent organization, it is obviously out of the question for the Federation to admit departmental units to membership. The connection is possible only through a widely spread classe organization, — but there is nothing difficult in this, as while the associations in question are in process of wider organization, the Federation will accept the membership of units and assist in the formation of the larger and Dominion-wide body.

May we not expect practical assistance upon those lines from those not already with us? The work done benefits all. Surely the responsibility and effort, to say nothing of the expense, should not be borne by a portion, when all benefit. Let's all get together, "L'Union fait la force".

T. H. BURNS,

First Vice-President,

Civil Service Federation of Canada.

## An Open Letter to Our Readers

To the readers of *The Civilian* :—

A request from the editors of *The Civilian*, couched in terms that brook no denial, is the explanation of the scattered observations on questions of interest to the Service.

I desire first, to make grateful acknowledgment of the recent honour conferred upon me in election to the important position I now occupy. It is an honour and a trust and I hope I shall not be found wanting upon the expiration of my term of office.

Of the many questions before us today, classification is possibly the most im-

portant, next in order is superannuation, while the bonus will not be downed. Those problems require study, tact and patience in their solution, and progress is sometimes seemingly slow.

The keynote of those questions, and many others of importance lie in organization. Most employers in dealing with their staff prefer handling grievances through a small responsible committee with knowledge and authority. The same may also be said of the Government, in connection with the Civil Service, which emphasizes the need of the co-operation



His  
Majesty's  
Mails

# POSTAL JOURNAL

Postal  
Clerks'  
Forum

## Re-union of Postal Workers

A reply to "Safety-First" of January issue. "Safety-First" in opposing "One Dominion-wide organization of Postal Workers", asks how far the A. P. W. is prepared to alter its complexion to bring about re-union, and, why the "Western twin" of the D. P. C. repudiated an executive. He says that "one Dominion-wide organization of Postal employees would be too unwieldy and too cosmopolitan to be a success", and then strangely enough, concludes by stating in effect, that such an organization might be found advisable in the sweet bye and bye, if the "West" will, first of all, revert back to a form of organization they found inadequate; meaning revert back to three separate National organizations of Letter Carriers, Postal Clerks, and Railway Mail Clerks. Improvement by evolution rather than revolution. Revolution is, after all, but a culminating point in the process of evolution. The matter contained in a fertile egg, when assisted by a certain quantity of heat, is in process of evolution, and the culminating point, or revolution, occurs immediately the chicken leaves the shell. Did "Safety First" ever hear of a chicken going back into its shell? or does he advocate evolving backwards? That is what he asks the A. P. W. to do; in fact, he asks that organization to commit suicide. Some re-union! As for the "Western twin" of the D. P. C. repudiating an elected executive, this is, in the opinion of the writer, not relevant to the question of re-union at all, but it can be easily explained, as also can the reasons for the discovery of "twins" in the late Dominion-wide organization of Postal Clerks: "Twins" were the natural result of the Western Allowance, which created a division between the "haves" and the "have nots". Conditions determine the actions of both men, and organizations of them. I never belonged to the D. P. C., but I know that the conditions facing the personnel of the "Western twin" of that organization, during the Postal strike of 1918, (which originated in the "sober minds" of the employees of conservative Toronto) were such,

that not only were they compelled by such conditions to repudiate their officials, but were at the same time compelled to meet en masse with all the employees affected in a given locality, resulting in the amalgamation in the West. Some officials of the D. P. C. were not subject to these conditions (those that were, conformed to them at the time) and not being subject to the conditions, were naturally ignorant of them, and acted accordingly. Almost everyone agrees that a re-union of Postal workers is a necessity, and if re-union is to become a fact, the spirit of compromise is essential, not quibblings over past history. Should the "East" insist on "three separate National organizations" as a basis of re-union, and the "West" be equally insistent on "One National organization" immediately, with no receding ground, we shall not be united by the time Silas Wegg's wooden leg is petrified. Reverting back to three National organizations, means to the A. P. W. suicide. You can hardly expect them to agree to that. You didn't say how far the "East" would go, except to the funeral of the A. P. W., and they don't intend to die. I am not in a position to state how far the A. P. W. will back down from their aim of "One Dominion-wide organization of Postal employees", the membership are the rulers. Personally, I cannot see why, if the "East" is in favour of an affiliation of Executives, and sees the necessity of re-union under re-classification, that they should oppose the affiliation of the Executives of all the present existing organizations. Why ask the "West" to revert back? I would go further, and suggest a National Executive, comprising one carrier, one clerk and one railway mail clerk from the three "Eastern" organizations, the same from the "Western" organization, with the president of the Civil Service Federation as chairman. I claim this is a reasonable basis for compromise, but, whether either the Eastern or Western memberships agree with me, that is a different matter. A large majority of western men, including the writer, favour one National organization, believe it is a progressive move, and the

right time to start. Surely if 110,000 Postal Workers in Britain can unite into one organization, for mutual benefit and protection, we can. Canada should be in the first line for progress, not the last of the "evolvers". Only fools advocate revolutions; wise men conform to them.

WESTERNER.

## Kingston News

The last meeting of the Clerks' Association was well attended, and an interesting report was given of the convention at Ottawa by the president, who attended on behalf of the local association. It is a mistake to think that this convention exists only for devising ways and means to gouge more money out of the Government. Recommendations are always made, by those who are intimately acquainted with the work, for increasing the efficiency of the Service. The convention also has an educational value.

Affiliation with Organized Labour is a mater of natural progress. Salaried workers everywhere — teachers, bank-clerks, accountants, etc., — are taking this step.

Thanks are extended to Hon. Mr. Rowell for keeping his word re retroactive pay. Thanks are also extended for payment for statutory holidays. It is hoped that pay will be given for Sunday work also. Section 22, S. S. (e), page 63, United States Postal Guide, reads: "When any employee is entitled to compensatory time for Sunday service, if he so elects he may be paid for overtime in lieu thereof."

The salaries for Kingston office amount to about \$65,000 per year, while its revenue last year amounted to well over \$100,000. The entire Post Office Department at last reports had a surplus of over a million. It is quite apparent that the various Post Offices are "earning their keep."

A legal gentleman of the House of Commons states that civil servants are agitators. Agitation for reasonable and not unjust working conditions, including adequate salaries, is surely not improper. The Ontario Law Society is no different from the Dominion Postal Clerks' Association.



The old-fashioned legal bills of cost have been revised almost out of existence, and the Society has always been against "unlicensed" conveyancing.

—CSFC—

### DOMINION OF CANADA CIVIL SERVANTS' ASSOCIATION, BRITISH COLUMBIA.

A regular meeting of this association was held in the O'Brien Hall, on Tuesday, April 13, 1920, at 8 p.m.

The vice-president, Mr. G. A. Stevens, occupied the chair, and in his opening remarks stated that he was sorry to have to announce that the president, Mr. E. A. Burns, would be unable to be present, owing to having met with an accident recently.

It was unanimously decided that the secretary be instructed to write a letter to Mr. Burns, expressing the regrets of the members of this association in connection with his recent accident.

Mr. J. McMurphy tendered his resignation as a member of the executive on the grounds that he thought a member from another department should be represented, but it was the unanimous opinion of the meeting not to accept the same.

A vote of thanks was extended to Mr. McMurphy for his kind offer, and also for his good work in the past as a member of the executive.

After general business had been

disposed of, Mr. D. H. Elliott, secretary-treasurer of the B. C. Customs Association, addressed the meeting in connection with his recent trip to Ottawa, and gave the members a good outline as to what had taken place at the Convention of the Civil Service Federation.

A hearty vote of thanks was extended to Mr. Elliott, for his very interesting talk on the convention.

### New branch at Kamloops

A meeting of the members of the Dominion Civil Service staffs of the Kamloops district was held in Kamloops, B.C., on March 31, 1920, and a branch of the Civil Service Federation of Canada was organized, the following officers being elected for the year:—

President, C. G. Cline; vice-president, Thos. Howell; secretary, C. B. Corbould; treasurer, Mrs. Mary K. Cox; executive committee, H. Shotton, W. J. Ferguson, John F. Smith.

The following federal services were represented: Customs, Fisheries, Soldier Settlement Board, and the following branches of the Department of the Interior,— Forestry, Hydro-metric Survey, Dominion Lands, Crown Timber, and Indian Affairs; nearly twenty members in all. Various sub-committees were appointed.

Meetings are to be held monthly and all federal civil servants in the district are being invited to attend, and to join the organization.

power, relatively speaking, of, say, fifty cents. This fact brings little satisfaction to the insured or to his beneficiary, but it must be pointed out to the person now considering insurance that in his case the experience will probably be reversed. Assuming that we have reached the crest of the wave of high prices, and that with the gradual increase in production and repair of the wastage of war there will be a gradual increase in the purchasing power of money, his premiums will be paid in large part in dollars of low purchasing power, while the proceeds will be payable in dollars of a comparatively high purchasing power. The advantage to be thus gained will be proportionate to the shortening of the premium paying period. The greatest advantage will be reaped by the person paying the single premium. On the foregoing assumptions a Civil Service insurance policy, purchased by a single premium, should be a most profitable investment.

The policies issued during the month of February have been distributed among the Departments as follows:—

	No.	Amount.
Agriculture . . . . .	4	\$ 14,000
Customs & Inland Revenue . . . . .	11	32,000
House of Commons Staff . . . . .	1	5,000
Interior . . . . .	2	6,000
Justice . . . . .	1	5,000
Mines . . . . .	2	6,000
Militia . . . . .	2	5,000
Naval . . . . .	3	10,000
Post Office . . . . .	23	60,000
Railway Commission . . . . .	2	7,000
Royal N. W. M. Police . . . . .	1	5,000
Soldiers' Settlement Board . . . . .	1	3,000
	53	\$158,000

A comparative statement for the years 1919 and 1920, to date, is as follows:—

Month.	1919	1920
January . . . . .	\$ 83,000	\$127,000
February . . . . .	214,000	158,000
	\$297,000	\$285,000

—CSFC—

### THE OLD COUNTRY VIEW

The one minimum demand which must once and for all be placed beyond argument or bargaining is the complete restoration of the purchasing power of the 1914 scales of salary. Unless this can be conceded, Whitleyism may well be wiped out of the Service, and the Service driven headlong into direct antagonism and militant Trade Unionism!

## Government Insurance

Furnished by the Department of Insurance

One of the most outstanding features of the economic and financial history of the year 1919 has been the phenomenal increase in the amount of life insurance issued during the year, compared with the business transacted in any previous year. The new business written and paid for amounted to \$519,863,639, the corresponding amount for 1918 being \$313,251,556. There has been, therefore, an increase in business written of 66 per cent.

The amount of Civil Service insurance written has shown a similar increase. In 1918 the amount of new business issued was \$982,000 and in 1919 the amount was \$1,463,000.

More persons are insuring today than ever before and they are insuring for larger amounts, on the average, than ever before. The amount of insurance considered sufficient five years ago is now seen to be totally inadequate. It was probably inadequate then, although the insured may not have thought so, but with the enormous increase in the cost of living there can be no doubt about it.

A life insurance policy effected twenty years ago and now maturing has been paid for, in large part, in dollars worth in purchasing power one hundred cents, while the proceeds are being paid in dollars of a purchasing



## Canadian and American Classifications Compared.

"Officers of the Civil Service Association of Ottawa have followed with much interest the progress of the classification of the federal Service at Washington, which has been carried on coincidentally with that of the Canadian Civil Service by the same firm of efficiency engineers. The report of the Congressional Joint Commission on Re-classification of Salaries, dated March 12th, and corresponding to the familiar volume known to fame as the Classification of the Civil Service of Canada, has just become available and officers of the association lost no time in securing copies for the purpose of making a comparative study of the two reports. The Washington report deals only with the services located in the District of Columbia, which correspond generally to our own inside service at Ottawa. A preliminary survey of the Washington report reveals it as a very comprehensive and workman-like exposition of classification. In point of arrangement, cohesion and consistency it appears to be the most advanced work of the kind yet produced. Indeed, in the letter of submittal the commission say that preliminary surveys convinced them that they 'could not with safety adopt without modification any of the plans—which had been used in other cities and the Dominion of Canada' and further, 'agreed upon what might be regarded as a composite of all those plans with certain additions suggested by the needs of the Washington service.'

"Some of the modifications will be of very great interest to Ottawa civil servants and to the public generally. The salaries in the Washington report, unlike those in our own re-classification, are not based on a 'theoretical normal' with provision for a temporary bonus, but are based on present economic conditions.

### Minimum Salaries

"The following list of minimum salaries is a very good indication of this:

Under accounting clerk, \$1,320.  
Junior Messenger (age at least 16 years), \$720.  
Junior indexer, \$1,260.  
Under accounting clerk, \$1,320.  
Junior audit clerk, \$1,560.  
Junior digest clerk, \$1,560.  
Under file clerk, \$1,080.  
Junior mail routing clerk, \$1,200.  
Junior department postal clerk, \$1,080.  
Under clerk, \$1,080.

Under counter, \$1,140.  
Dead letter clerk, \$1,140.  
Adding machine operator, \$1,200.  
Under time and payroll clerk, \$1,200.  
Junior correspondence clerk, \$1,500.  
Junior stenographer, \$1,380.  
Under typist, \$1,200.

"In the group of services involving scientific, technical, professional or subsidiary work there is apparent a salary and title scheme which runs with little variation throughout. These positions usually call for 'education equivalent to graduation' and 'major work' or 'specialization' in their science or profession. Juniors \$1,800 to \$2,160; assistants, \$2,400 to \$3,000; associates, \$3,240 to \$3,840; full rank, \$4,140 to \$5,040.

"Positions of full rank are indicated by titles such as actuary, civil engineer, architectural engineer, entomologist, animal husbandman, etc., etc. Above these in point of rank are the senior positions, and

above these, the chiefs of divisions and bureau chiefs. In these senior and higher positions 'as well as in the higher range of supervisory positions in the clerical services salaries 'are to be fixed by congress on the basis of recommendations made originally by the department and approved or amended by the classification agency (the Civil Service Commission) after careful consideration of the facts in the case.'

### Representative Positions

"Some representative positions in the two reports with the compensation attached thereto are given in the following tables: (In making this comparison it is proper to remember that the bonus heretofore paid in Canada is a maximum of \$420 to those with dependents, and \$252 to others, with a gradual reduction, in the ascending scale of salaries, until the bonus is eliminated at the salaries of \$3,000 and \$1,800 respectively.

### CANADIAN

Jr. Statistical Clerk. . . . . \$ 600-\$ 900  
Statistician . . . . . 2400- 3120

#### Clerical

Messenger Clerk . . . . . 600- 900  
Junior Clerk . . . . . 600- 900

#### Stenography

Jr. Clerk Stenographer. . . . . 600- 900

#### Accounting

Junior Account Clerk . . . . . \$ 600-\$ 900  
Account Clerk . . . . . 960- 1260  
Senior Account Clerk . . . . . 1320- 1680  
Principal Account Clerk . . . . . 1800- 2280  
Accountant. . . . . 2400- 3120  
Senior Accountant . . . . . 3240- 3960  
Chief Accountant. . . . . 4140- 4500

#### Technical

Assistant Chemist . . . . . \$1320-\$1680  
Assistant Astronomer . . . . . 1800- 2280  
Assistant Ceramist . . . . . 1680- 2160  
Assistant Geologist. . . . . 1680- 2400  
Assistant Zoologist . . . . . 1680- 2400  
Associate Chemist . . . . . 1800- 2400  
Associate Ethnologist . . . . . 2580- 3300  
Associate Geologist . . . . . 2580- 3300  
Associate Zoologist. . . . . 2580- 3300  
Chemist . . . . . 2520- 3000  
Archaeologist . . . . . 3300- 4200  
Geologist . . . . . 3300- 4200  
Ornithologist . . . . . 3300- 4200  
Astronomer . . . . . 2400- 2880  
Asst. Plant Pathologist . . . . . 1440- 1800  
Plant Pathologist . . . . . 2040- 2640  
Junior Entomologist . . . . . 1260- 1620

### WASHINGTON

Under Statistical Clerk . . . \$1260-\$1380  
Statistician . . . . . 4140- 5040

Under Clerk . . . . . 1080- 1260  
Junior Clerk . . . . . 1320- 1440

Jr. Stenographer Clerk. . . . . 1440- 1560

Under Accounting Clerk. . . \$1320-\$1440  
Junior Accounting Clerk. . . 1560- 1680  
Senior Accounting Clerk. . . 1860- 2040  
Principal Acct. Clerk. . . . . 2160- 2520  
Gov. Accountant . . . . . 3000- 3480  
Senior Gov. Accountant . . . 3600- 4080  
Chief Accountant . . . . . 4680- 5040

Assistant Chemist . . . . . \$2400- \$3000  
Assistant Astronomer . . . . . 2400- 3000  
Assistant Ceramist. . . . . 2400- 3000  
Assistant Geologist . . . . . 2400- 3000  
Assistant Zoologist . . . . . 2400- 3000  
Associate Chemist . . . . . 3240- 3840  
Associate Ethnologist . . . . . 3240- 3840  
Associate Geologist . . . . . 3240- 3840  
Associate Zoologist . . . . . 3240- 3840  
Chemist . . . . . 4140- 5040  
Archaeologist . . . . . 4140- 5040  
Geologist . . . . . 4140- 5040  
Ornithologist . . . . . 4140- 5040  
Astronomer . . . . . 4140- 5040  
Asst. Plant Pathologist . . . . 2400- 3000  
Plant Pathologist . . . . . 4140- 5040  
Junior Entomologist . . . . . 1800- 2160



Asst. Entomologist . . . . .	1680- 2100	Asst. Entomologist . . . . .	2400- 3000
Entomologist . . . . .	2220- 2700	Entomologist . . . . .	4140-5040
Animal Husbandman . . . . .	1920- 2400	Animal Husbandman . . . . .	4140- 5040
Poultry Husbandman . . . . .	1920- 2400	Poultry Husbandman . . . . .	4140- 5040
Apiarist . . . . .	2220- 2700	Apiculturist . . . . .	4140- 5040
Seed Analyst . . . . .	960- 1380	Junior Seed Botanist . . . . .	1800- 2160
Senior Seed Analyst . . . . .	1500- 1860	Assistant Seed Botanist . . . . .	2400- 3000

### Method of Procedure

"Chapter seven of the report which gives a detailed description of the method of procedure of the commission is a very interesting account of the steps taken to enlist the co-operation of the various interested parties — the department heads, the public and the employees' organizations.

"Time or space will not permit a full review of this chapter, but it is quite evident that Washington has already adopted many of the progressive policies which have been advocated by the association. Indeed, in some matters the report shows

that Washington is already considerably ahead of Canada in employment matters, as witness this statement under the heading of Preliminary Steps:

"A limited number of specialists in employment and classification work was engaged to serve, under the immediate direction of the commission, as a nucleus around which to build a staff of employees to be recruited from the various departments from among those who had qualifications such as to enable them to acquire working knowledge of the purpose and basis of the classification after a reasonable period of training."

## Commission Orders and Decisions

The following lists of appointments, promotions and transfers for the period Dec. 29, 1919, to March 15, 1920, have been furnished by the Civil Service Commission:—

### Appointments

*Agriculture.* — Miss A. W. Anderson, Miss G. E. McCarron, Miss J. E. Atkinson, H. W. McQuoid, fruit insp.; F. H. Ching, poultry insp.

*Customs.* — C. A. Cooke, prev. off.

*Indian Affairs.* — Dr. P. C. Head, Birtle, Man.

*Interior.* — R. J. Campbell, E. V. Alexander, Z. H. Branback, E. M. O'Connor, M. L. A. Roy, M. J. D. Sawyer, G. A. MacLeod, Dom. Lands; M. R. Hatton, G. F. Ronald, E. Roberts, Water Pr. Br.; K. M. Gillespie, F. C. Sullivan, R. M. Plunkett, G. M. Byrne, clerks; L. Holm, Forest Ranger.

*Justice.* — E. Longpre, St. Vincent de Paul Pen.

*Labour.* — A. A. Eastman.

*Marine.* — T. F. Mader, Mahone Bay; A. Watson, Digby Island.

*Post Office.* — D. Carriere, L. J. Green, H. Hebert, D. McLarty, O. C. Pennock, F. Wright, W. H. Kelly, C. G. Vincent, J. F. Wilson, W. Brazeau, F. A. Hupp, Misses E. Dumouchel, L. A. Mann, E. Scanlon, Mr. T. L. Brigham, junior clerks, Ottawa.

The following junior clerks.— R. Fitton, Victoria; G. W. Saunders, E. H. Latimer, Brockville; A. Dairon, J. Higgins, L. Langford, Edmonton; Miss F. V. Burton, Miss Monkhouse, P. Jempson, C. H. Fielding, H. A. Moore, F. Clarkson, Hamilton; Miss E. S. Wortman, Edmonton; J. C. Marr, London; Miss E. Greenfield, Vancouver; J. W. Richmond, Victoria; A. W. Black, Calgary.

The following letter carriers. — F. C. Nelson, N. J. Pugh, G. H. Wiltshire, F. J. Davis, F. H. Ridout, R. Montgomery, G. Lambie, G. Morris, J. B. Punnett, Toronto; J. Dumont, Quebec; W. Wade, Sarnia; W. J. Janisse, Windsor; C. A. Douglas, Winnipeg; W. W. Boyce, Niagara Falls; W. A. Knight, Fredericton; T. W. C. Russell, Lethbridge; A. Gougeon, Montreal; E. J. Mallett, F. J. Charles, Edmonton; C. W. Vivian, Hamilton; F. X. E. Marcotte, Sherbrooke; R. Sage, London; O. Wiley, St. Catherines; H. R. Baird, Edmonton.

The following railway mail clerks. — T. W. Hall, A. Smyth, F. J. Beechler, Ottawa; W. O. Bilodeau, T. A. Steeves, G. C. Reade, J. H. Gillespie, St. John; C. E. Jarry, H. Kite, J. N. Cote, R. H. Worthen, L. E. Clarke, W. G. Rolston, Montreal; B. H. McKee, T. S. Riley, D. A. Fenton, F. E. Armstrong, A. W. Suffron, W. S. Little, A. Scott, J. R. Hunter, Win-

ipeg; P. J. Beechler, Ottawa; F. A. Hackett, North Bay.

The following porters. — G. McCann, I. A. Brown, Toronto; J. H. Coates, Saskatoon; H. Monette, Montreal; J. W. Hunter, Charlottetown.

*Public Works.* — J. Clark, Extevan, Sask.; E. M. Kenahan, A. Richard, Miss A. E. Drybrough.

*Trade and Commerce.* — Miss M. L. MacLean, G. S. Wrong.

*Patent and Copyright Office.*—C. H. Bainbridge.

### Promotions

*Custom and Inland Revenue.* — J. H. Hewson to Surveyor of Customs, Hamilton; J. C. McKenzie, to Coll. Customs, Niagara Falls.

*Interior.* — C. H. Morse, to Dis. Forest Insp., Calgary.

*Justice.* — J. W. Brown to Pen. Nurse, Manitoba Pen.; J. Ewan to Industrial Guard, Saskatchewan Pen.

*Naval Service.* — J. A. Wilson to Asst. Deputy Minister, T. F. McVeigh to Dir. of Stores.

*Privy Council.* — G. G. Kezar, to Asst. Clerk Privy Council.

*Post Office.* — F. E. Harrison, to Postmaster, Vancouver; J. E. Corkery, to Postmaster, Peterborough.

*Trade and Commerce.* — A. S. Bleakney, Trade Commissioner, Rotterdam.

### Transfers

A. Thivierge from the Dept. of Interior to C. S. Commission; W. B. Cole, from the Dept. Interior to senior clerk C. S. Commission.

W. Ide from the Dept. Secretary of State to be Private Secretary to the Minister of Customs.

B. J. Forrester from Customs clerk examiner, Vernon, to Customs express and postal clerk, Vancouver.

J. H. H. Langevin, excise clerk from Montreal to Granby.

A. Guilbault, excise clerk from Granby to Montreal.

H. C. Watt, Dept. Interior to Dept. Cus. and Inl. Rev.

C. W. Cryderman, from deputy coll. of Inl. Rev., Owen Sound, to Customs Service at Niagara Falls.

P. A. Wood from Dept. Interior to Dept. Customs and Inland Revenue.

J. Kane from asst. Customs appraiser, St. Johns, P.Q., to Montreal.

C. S. Gilmore, asst. Customs appraiser, Montreal to St. Johns, P.Q.

T. W. Quayle from Public Works Dept., as private secretary to Dept. of Secretary of State.

Miss E. M. Clements from Dept. Public Works to Secy. of State.



E. H. Finlayson from Forests Branch, Calgary to Ottawa.

J. B. Noble and W. A. Proctor from Dept. Public Printing and Stationery to Public Archives.

G. G. Reade from R. M. C. St. John to Postal clerk, Moncton.

### Successful Candidates

For the position of Secretary, Board of Pension Com., salary \$4,000, E. G. Ahern, Toronto.

For the position of Trade Commissioner at Glasgow, Dept. Trade and Commerce, salary, \$3,000, J. V. McKenzie, Toronto.

For the position of Air Certificate Examiner, The Air Board, salary, \$2,520, J. Devlin, Ottawa.

For the position of Food Insp., Kingston District, Dept. of Health, salary, \$1,200, H. J. Parker, Toronto.

For the position of Food Insp., Brandon and District, Dept. of Health, salary \$1,200, H. S. Smith, Winnipeg.

For position of assistant to the Dom. Agrostologist, Dept. Agric., salary \$1,800, R. I. Hamilton, Ottawa.

For position of District Poultry Promoter, Prov. Quebec, Dept. of Agric., salary, \$1,800, A. Raymond, Plessisville, P.Q.

For position of assistant to the Supt. of the Experimental Station at Charlottetown, Dept. of Agric., salary, \$1,320, B. F. Tinney, Guelph.

For the positions of Supt. of Employment Offices for Eastern and Western Canada, Dept. Labour, salary, \$2,760, R. A. Rigg, Winnipeg; L. F. Howard, Aylmer, P.Q.

For the position of custodian of Surveying Equipment, Topo. Surveys, Dept. Interior, salary, \$1,320, G. C. Britton, Whitby, Ont.

For the position of assistant to the Supt. Experimental Farm at Kapuskasing, Ont., Dept. of Agric., salary, \$1,320, C. S. Nicholson, Belleville, Ont.

For the position of Pilotage, Victoria, Dept. of Marine, salary, \$1,320, Wm. C. Bunt, Vancouver.

For the positions of Engineering clerks, Topo. Surveys Bch., Dept. Interior, Ottawa, salary, \$1,260, A. Fraser, Crossfield, Alta.; V. Craik, Calgary.

For the position of inspector of Dairy Products, Calgary, salary, \$1,500, P. C. Kidd, Olds, Alta.

For the position of Custodian of Surveying Equipment, Topo. Surveys Bch., Interior, salary, \$1,320, R. H. Stenhouse, Port Arthur, Ont.

For the position of junior draughtsman, Dept. Marine, salary, \$900, J. Watson, Toronto, Ont.

For the position of junior engineer, Fisheries Bch., Dept. Naval Service, Vancouver, salary, \$1,680, H. W. Hunt, N. Vancouver.

For the position of assistant to the Supt., Experimental Farm, Rosthern, Sask., salary, \$1,320 with house allowance, F. V. Hutton, Redvers, Sask.

For the position of assistant in wood preservation, Forest Products Laboratories, Montreal, Dept. Interior, salary, \$1,320, P. de Guise, Montreal, P.Q.

The above are all returned soldiers except Messrs. A. Raymond, B. F. Tinney, C. S. Nicholson, F. V. Hutton, P. de Guise.

ing considerable knowledge of clerical methods and some specialization, or to supervise a very large group of clerical employees engaged in simple clerical work, or to take charge of a considerable administrative unit, requiring the exercise of a high order of independent judgment and discretion; and to perform other related work as required.

and the qualifications for the position are as follows:—

Education equivalent to high school graduation and preferably some university training; a high degree of specialized knowledge of the clerical work and procedure of an organization; at least three years of clerical experience in a supervisory capacity; wide knowledge of modern office practice; considerable administrative ability.

We could make innumerable comparisons of this kind, but these will suffice to afford our readers a better understanding of the special privileges with respect to remuneration enjoyed by the "overpaid Service" about which we hear so much from certain honourable members of the House of Commons.

—CSFC—

### DOMINION CUSTOMS OFFICERS ASSOCIATION

The Montreal Branch has just emerged from the excitement of its annual election, which marks, for many reasons, a long to be remembered episode.

All the features of an old time Montreal election were noticeable. Printers' ink was freely used by both sides and feeling ran pretty high at times over the suitability of the candidates for office. Consequently when the nomination day came feelings were tense and there was general excitement. It was without doubt the most interesting event for many years, and every available vote was polled.

The list of officers and members of the executive are given below and the branch is to be congratulated in having selected such a fine set of representatives for the year, and their work will be carefully watched, and an accounting expected, and they seem quite willing to be judged on their record.

One noticeable feature in connection with the election is the great interest taken by every member, showing that the decline which is said to be manifest in other services is conspicuous by its absence among the Montreal members of the D. C. O. A.

The officers for the year are as follows: President.—Charles Killoram.

Vice-president.—J. Brien.

Secretary.—F. Frank McKenzie (acclamation).

Treasurer.—J. H. Decondu.

Executive.—R. Chas. Irwin, J. Landy, T. Jones, P. J. O'Neil, J. H. Chevrier, J. McCarty, C. H. Bourdon.

## The Overpaid Civil Service

In a Toronto newspaper of recent date we observe an advertisement calling for window cleaners at the rate of \$44 per week. This remuneration is equivalent to that provided for a Principal Clerk in the Classification of the Civil Service. The duties of a Principal Clerk are described as follows in the Classification report:—

To perform, under direction, difficult or technical work of a clerical nature requiring a high degree of specialization, or to supervise a small group of employees engaged in clerical work requiring considerable knowledge of clerical methods and some specialization, or to supervise a large number of clerical employees engaged in simple clerical work, or to take charge of a small administrative unit, requiring the exercise of considerable independent judgment and discretion; and to perform other related work as required.

and the qualifications for the position are as follows:—

Education equivalent to high school graduation; specialized knowledge of the clerical work and procedure of an organization; at least two years of clerical experience in a supervisory capacity; wide knowledge of modern office practice; administrative ability.

A bricklayer now receives \$1.10 per hour in most parts of the Dominion. This is equivalent to the salary of a Head Clerk in the Civil Service. The duties of a Head Clerk are described as follows in the Classification report:—

To perform independently important clerical work requiring a high degree of specialized knowledge, ability, and long experience, or to supervise a fairly large group of clerical employees engaged in clerical work requiring



# Reports of the Executive

(Continued from last number)

The various reports presented by the Executive are herewith presented. These reports are:—The Executive, Morson Appeal Case, Civil Service Insurance, Superannuation, Bonus, Financial Statement, and Appeal Board. A report on Whitley Councils including a history of the rise and development of the system is too long to include with the many matters to be published in this issue, and this valuable report will be printed in a future number.

To the delegates to the Ninth Convention of the Civil Service Federation of Canada.

The past year since the Convention of March 17, 1919, has been a trying one for your Executive. Soon after the close of the Convention, the president became ill and has been out of action during the greater part of the year. Mr. Burling, 1st vice-present, was compelled to be absent on official business for several months, and Mr. Tulley, secretary-treasurer, fell ill during the summer and had to leave Ottawa to undergo an operation; the result being that he has resigned from office on December 1, after making a splendid co-operative contribution to the Federation. These were the only members of the Executive who were not connected with large organizations involving onerous responsibilities. Mr. O'Connor, in addition to his duties as president of the Civil Service Association of Ottawa, has been a member of the Board of Hearing and Recommendations, which called for close application and absorbed a great deal of time. Mr. Burns, the only other officer, has been engaged in most serious duties in connection with his Dominion-wide body, the D. C. O. A. Thus handicapped the work of the Federation has been performed as well as could be and we hope the shortcomings will be considered sympathetically.

## Relations with Government.

The resolutions passed at the last Convention which referred to our relations with the Government were duly presented in various forms and at various times. The memorial asking for "the full bonus of \$350 for everybody for the year 1918-19 or in lieu thereof a Board of Arbitration, received only the usual perfunctory acknowledgment. The petition on behalf of the postal officials who were involved in the western strike has been answered by the issuance of regulations published in the March *Civilian*. On June 26 the officers joined in a memorial on the three subjects:— Superannuation, Trial Boards and Whitley Councils. No declaration as to the decision of the Government on these

questions could be obtained, except that on January 3 the Federation was advised by the Labour Department of the appointment of a Committee of the Cabinet on Superannuation.

One other question passed upon at the last Convention received attention from the Government during the present year, viz.: an increase in the rate of interest allowed on the Retirement Fund from 4 per cent to 5 per cent. This disposes of resolution to that effect published on page 204 of *Civilian* of April last.

## Relations with Commission.

In July last the Civil Service Commission advised the Federation officers of the proposed setting up of a Board of Hearing and Recommendation on Classification and invited the co-operation and support of the Federation. This co-operation was duly accorded the Commission; the policy for this action being based on a resolution of last Convention published on page 194 of *The Civilian* of April last. Mr. J. C. O'Connor and Major MacKeand have acted as representatives of the Federation on this Board.

## Industrial Conference.

The Government recognized the Federation in an unusual manner in August last in inviting us to send delegates to the Industrial Conference which met on September 15 at Ottawa. Messrs. Grierson, O'Connor, MacInnis and Macdonald were the delegates, and reports of the proceedings have been published in *The Civilian*.

The question of Classification is one of the most poignant, burning questions ever brought before a Convention of this Federation. Each of our organizations will have its own analysis of the Classification problem as it applies to the different services concerned and we recommend that a committee composed of one representative from each department of the Service be appointed during the early proceedings of the Convention; the object being to endeavour to arrive at some concerted plan of action.

## Patronage.

The poignancy of the Classification problem may be most vividly brought to the attention of the delegates by pointing out the danger of affording ammunition to the supporters of the Patronage System, by an uncontrolled agitation against Classification which may be conveniently interpreted by the enemies of Merit as an attack upon the Civil Service Commission. In our report a year ago we expressed congratulations that "Patronage was abolished forever." Today we have before us a resolution introduced in Parliament by

Sir Sam Hughes in favour of a return to political patronage. Besides this, the Federation has received a letter from Mr. W. T. R. Preston, a prominent worker in the Liberal party, in which he uses the following words: "I should like to secure the pledges of active political workers all over the province to oppose all candidates who will not promise to vote the present mode of appointment by the Civil Service Commission out of existence." The ominous and impending nature of these patronage rumblings should be seriously considered by this Convention and such action as may be deemed necessary determined upon.

## Organization and scope.

Machinery was lacking in your Executive during the year to see that the terms of section No. 4 of the Constitution, relating to the formation of Dominion-wide bodies exclusively, was carried out. An effort should be made during the present Convention to lay the foundation of Dominion organizations out of the several class associations representative of a single Service or Department.

## Provincial and Municipal Associations.

In accordance with the instructions issued to your Executive regarding encouragement to the organization of provincial and municipal employees, considerable correspondence has taken place between the Federation and associations of this nature in various provinces. The plan outlined has been based upon initial organization of provincial and municipal employees' associations into Dominion-wide bodies before the question of affiliation with this Federation is taken up.

## Employment of Returned Soldiers.

The problem of the returned soldier in the Civil Service has come before your Executive frequently during the past twelve months. This has resulted in correspondence between your Executive and Mr. C. G. MacNeil, Dominion Secretary of the G. W. V. A., copies of which are appended to this report.

## Revenue.

In accordance with section No. 9 of the Constitution your Executive after reviewing the financial statement of the Federation, recommend that the per capita tax for the ensuing year shall be 50c. The amount of this tax must be determined by this Convention before it becomes effective.

## Transportation and Expenses of delegates.

Application was made to the Canadian National Railways for half rate fare for all delegates; but we regret to report that the application was not favourably considered. We also regret that on account



of the state of the Federation's finances it is not possible to pay the expenses of delegates as provided for in the Constitution.

*L. D. Burling.*

The Federation has lost a lion-hearted co-operator in the person of Mr. L. D. Burling, who has resigned from the Service. A tribute to Mr. Burling's work will be found in the current number of *The Civilian*.

#### Reports.

The following reports will be presented for your information:—

Financial statement.  
Superannuation.  
Bonus.  
Appeal Board.  
Whitley Councils.  
Co-operation.  
Insurance.  
Morson Fund.  
*Civilian*.

*Sir Robert Borden.*

A year ago, your Executive gave voice to its appreciation of the Prime Minister, Sir Robert Borden, to whom we are indebted for the passing of the Civil Service Act of May 24, 1919, abolishing patronage by law. Today, in reiterating that appreciation, we deeply regret that we have to couple with it an expression of sorrow and sympathy that the Prime Minister's potential constitution has succumbed to the burdens imposed by the tremendous duties of state of the past five years. All the delegates will join in an earnest prayer that the great Canadian may rapidly regain his health and return to the duties of his high office.

*Full time Secretary.*

In November of last year Mr. Tulley notified the Executive of his desire to retire from the position of Secretary on account of his health. At that time the president, Mr. Grierson, was on leave of absence from his department and the Executive asked him to devote his whole time to the Federation at a salary to be fixed by the Convention. This arrangement has been carried out since December 1.

F. GRIERSON,

on behalf of Executive.

#### Morson Appeal Case

The present situation regarding the Morson Appeal case may be most effectively brought to your attention by a letter received from Mr. Robert A. Reid, barrister, Toronto, who has been conducting the case. The letter is dated March 2, 1920, and is as follows:—

Dear Mr. Grierson,—

I am in receipt of your letter of the 26th February regarding the Morson Appeal. I also received a letter from Mr. Burling a few weeks ago which has remained unanswered also, owing to the fact that I have been ill with influenza for nearly a month and unable to attend to business.

The appeal is making steady progress, and I had hoped to bring on the hearing at the last sittings, but the printing which is being done in London was not completed. It will be brought on for argument without fail at the May sittings, which is the date of the next term. I will have some copies of the printed case here shortly when I will forward you a copy and you will then be in a position to give it a good write-up in *The Civilian* and make a final appeal for the balance of the funds required. We will need about \$4,000 to pay all the expenses and costs. As appellants we will have to be prepared to deposit the sum of \$1,500 as security for costs before the hearing of the appeal. I will advise you shortly as to when this will have to be done. This amount, of course, will go toward our own expenses in case we win. If we lose (and I feel confident we will not) it is in the discretion of the Privy Council to order each party to pay their own costs, and they usually make such an order in all cases where important points of Canadian Constitutional Law have been before them for decision.

I received a letter some time ago from Mr. Tulley enclosing copies of the old circulars sent out by Mr. Burling. I will revise these during the present week and prepare a new one which you can send out just before the appeal comes on for hearing. I might mention that Sir John Simon, K.C., who argued this same question in the Webb v. Outtrim appeal, would want 200 guineas as his fee. I am endeavoring to have this scaled down and if I can arrange with him to accept a smaller fee he will be our counsel, as he is fully acquainted with the law on the question in both Australia and Canada. All other counsels who took part in the old case are either dead or on the Bench in England. I do not propose making heavy charges for my own work in connection with the case, as I feel that prestige and connection resulting from having been counsel in the matter is worth considering in the final accounting. I will be in London at the hearing of the appeal and give it my personal attention as well as here so that nothing will be overlooked in order to ensure our ultimate success.

Yours very truly,

(Signed) ROBERT A. REID.

#### Civil Service Insurance

Since 1913 the Civil Service Association, co-operating with the Federation, has carried on a definite publicity campaign in respect to C. S. Insurance. Folders setting forth the main advantages to civil servants obtainable under this scheme of insurance were periodically mailed to new appointees, as shown by the Civil Service List. Many applications for insurance are directly traceable to the publicity efforts above referred to. In the future, however, the activities of the Association and Federation cannot be carried out on the old lines, for, we understand, one consequence of Re-classification will be the elimination of the Civil Service List, at least as a regular institution, due, we are told, to its necessarily voluminous character when the whole service is brought under Commission control.

For some time past information in respect to Civil Service Insurance has been appearing in *The Civilian*, and positive results have followed. Naturally, however, an appeal in respect to Civil Service Insurance to readers of *The Civilian* is in a large part a call to the "saved". It will be a problem for the Committees on Civil Service Insurance during the coming year to, in some way, bring the matter to the attention of those who may not see *The Civilian*. It is preferable that this should be done in each case shortly after appointment. Possibly the necessary information for mailing folders to new appointees could be obtained from the Civil Service Commission, say, once a year. As above stated the problem is one to be solved by the new Committees.

Below is given a statement of the policies issued up to April 1 in each year beginning with 1911.

Year.	Number.	Amount.
1911 .. .. .	531	\$ 970,562
1912 .. .. .	637	1,078,562
1913 .. .. .	747	1,361,562
1914 .. .. .	918	1,660,039
1915 .. .. .	1,455	3,147,039
1916 .. .. .	2,026	4,798,039
1917 .. .. .	2,489	6,144,039
1918 .. .. .	2,840	7,365,039
1919 .. .. .	3,303	8,614,686

The progress in recent years has been steady and substantial. That progress is not more rapid gives reason for thinking that as yet many are unaware of or do not sufficiently realize the advantages of C. S. Insurance.

#### Superannuation

The problem of superannuation, like the poor, is ever with us; but, at the present time, there seems a better prospect for an early solution, or at least a beginning of a solution, than for years past.



It will be recalled that an Order in Council was passed in April, 1918, providing under the War Measures Act, for the retirement on gratuities, annuities, etc., of employees who could be advantageously so retired, keeping in mind the re-organizations of the Service, then in process. The annuities and gratuities granted to those recently retired at the Printing Bureau were granted by virtue of this Order in Council. Whatever may be said for the method then followed, it can at best be regarded only as a partial measure inasmuch as no systematic provision is made for those remaining at the Bureau. Some of these will in a few years be among the aged, and will need to be provided for if the efficiency supposed to have been maintained. Whatever may be said against the method, it at least is evidence of a recognition on the part of the Government that as a practical measure aged employees, after many years of service, cannot be dismissed without a substantial provision being made for them in their declining years.

Recognition of this fact doubtless had much to do with the appointment of a Committee of Cabinet, consisting of Hon. N. W. Rowell, Hon. J. A. Calder and Hon. Senator Robertson, to investigate and report on superannuation. It is understood the Committee has been working assiduously on the subject, collecting information and material on which to base their report, and likely to be useful in the final solution of the problem. The officers of the Federation have the assurance of the Committee that whatever may be done will be done only after the Federation has been given ample opportunity to be heard and to make representations. On the whole there seems to be ample reason for high expectations from the labours of this Committee. The Committee has already, by way of reporting progress, intimated that, as a first step, they would probably recommend dealing first with those who should be retired immediately in order to facilitate the completion of re-classification and consequent re-organization. There is already the precedent of the Printing Bureau; but the hope may be expressed that even if it is found necessary or expedient to follow this general method that, in detail, the determination of benefits will be freed from the amateurish crudeness so much in evidence in the Printing Bureau retirements resulting in inexcusable anomalies and absurdities only too evident so soon as one compares the individual allowances and benefits granted.

### Bonus

Your Committee to whom was referred the question of Bonus beg to report as follows:—

The universal testimony of those who have studied present economic and social conditions is to the effect that the class upon whom the present burdens rest with the most crushing weight is the salaried class, the "blackcoated workers", as they are called in England. It is natural that the last of this class to be relieved from the gradually increasing pressure are those who are part of the biggest machine, the machine that it is hardest to stop and most difficult to re-adjust to new conditions. In other words, the employees of the Dominion itself are the last to feel the benefit of that demand which has already had the effect of increasing the remuneration of the workers in practically all other lines of economic activity.

But, of course, there must be an improvement in the position of those earning government salaries, for otherwise the service of the Government will be avoided by all who have any choice in the matter. That is, if the present condition is not relieved, efficiency in the public service cannot continue. When those who have the misfortune now to be in the Government service die off, none will take their places except incompetents. In the long run, poor pay means poor work. And the long run tells in this case, for the Dominion and its service, we trust, will last throughout the ages yet to come. If we are to have a competent Civil Service in the future, those who are fit for the Service must be attracted to it now by fair treatment, and the assurance that that fair treatment will continue.

The members of this Federation do not need to be convinced that an improvement in salaries is needed to enable civil servants as a class to live and care for those dependent upon them.

But one or two main facts may serve to show how moderate are any demands we are likely to formulate and how sadly any bonus or small increase that we may have received lags behind the swiftly advancing cost of living.

The Department of Labour has compiled a table showing the percentage increases in the cost of living of the average family for the month of December in each year, since the first year of the war. This table deals with food, fuel, rent, clothing and sundries, and the increases recorded are as follows:—

1914, 4 per cent; 1915, 4 per cent; 1916, 22 per cent; 1917, 44 per cent; 1918, 63 per cent, and 1919, 79 per cent.

That is to say, even under the very conservative, and probably more or less arbitrary, figures of the Government itself, there has been, since before the war, an hundred — per cent in the cost of living

increase of 79 — by this time probably a of the average family. It will be remembered — we are not likely to forget — that just before the war began it had been practically agreed that Civil Service salaries had to be increased. We had already begun to be submerged under the tide of rising prices — even then. When war came, it was put to us that we must look for opportunities for sacrifice, not for gain, nor even for justice. We yielded gladly, and until near the end of the war not a word was heard from us about increased salaries.

Late in the war we raised a hesitant and feeble complaint. Subsequently we were encouraged, or driven, to make more urgent representations. The result has been this: — For one year we got a bonus amounting to seven per cent — to meet a 63 per cent increase in living cost. And last year, when living had gone up 79 per cent, we were given about 14 per cent increase. At this rate of going, we are in the position of the frog in the arithmetical question — climbing out a well he makes a one foot rise every day and falls back two feet every night.

Our position is a painful one. But the remedy is simple. All we need is to be able to rise two feet every day and to slip back only one foot every night.

This is what other countries have done for their respective civil services; it is what is being done in this country for other salaried workers, school-teachers and all others. It is true that we have been met in most unreasonable fashion by the authorities hitherto, but, while it may be true that you can fool some of the people all the time, it would be impolite for us to assume that those in charge of the Dominion's affairs are people of such bad intentions or such low mentality that we can never hope to have them grasp a simple question of justice such as this. It is our duty to go to them once more with our case, presenting that case with strong insistence with with imperturbable good humour. "Laugh and the world laughs with you." This is no laughing matter, but we are, as it were, salesmen, and the salesman who can smile is the salesman who gets the order. And we want that order — we must have it. Let us, then, follow the line of success.

All of which is respectfully submitted.

### Civil Service Board of Appeal

For many years in various countries there has been an agitation on the part of civil servants for some form of Appeal or Trial Board which would provide to civil servants who felt they had been done an injustice or who considered that the conditions of their employment were not being satisfactorily looked after by the heads of



departments or other bodies who might be regarded as their employers, an opportunity of bringing their grievances before an independent body of adjustment. As the result of this agitation legislation has been enacted covering the point in some countries and is projected in others. The question has arisen in recent years in Canada, but little in the way of what the Civil Service would regard as satisfactory action has been taken.

#### Action in Other Countries

The Australian Public Service Act of 1901 contains provision for the establishment of a Board of Inquiry upon which the Civil Service is represented by elected members; other members are appointed by the Minister or permanent head of a department and the chairman is appointed by the Public Service Commissioner. Hearings are public without regard to legal forms or rules of evidence, and unless the Public Service Commissioner modifies the finding the Government must enforce it.

Under the Public Service Act of New Zealand a Board of Appeal over the heads of the Civil Service Commissioners has been instituted. A complainant may lay a case before the Civil Service Commissioner and in case of the Commissioner's decision not being accepted he can have recourse to the Appeal Board. If the Board holds he has a sound case the Commissioner must officially reverse his opinion and grant the redress sought for.

In Great Britain the Service, especially the clerical and administrative classes, had long complained of the handling of their claims for better remuneration and conditions of service and the claim was repeatedly advanced that some Court of Appeal should be provided. In December, 1916, the War Cabinet decided to apply the principle of outside arbitration to claims for increased remuneration made by civil servants and a Civil Service Arbitration Board was set up, composed of Sir William Collins (Chairman), Sir Alexander Kaye Butterworth, general manager of the North-Eastern Railway and Mr. Harry Gosling, a well-known labour leader. A report of the Board showed the first year's experience to have resulted in the holding of 53 meetings and the settlement of 15 claims by conciliation and 33 by arbitration.

It should be noted, as Sir William Collins has pointed out in an article in the Civil Service Gazette of December, 1919, that the terms of reference to the Civil Service Arbitration Board do not imply, "as in some quarters appears to have been assumed, that all questions of increased remuneration stand referred to the Board.

The ordinary procedure through the head of the department is not superseded; it is only when a question in difference has arisen between the Department and a class of Government employees that the services of the Board are invoked..."

In a paper on "Methods of Removal from the Public Service" presented at a meeting of the National Assembly of Civil Service Commissions, Milwaukee, June 20, 1918, Mr. Fred G. Heuchling, Superintendent of Employment and member of the Civil Service Board, West Chicago Park Commissioners, points out the advantage of civil servants having an opportunity of having their case reviewed by a trial or investigating board. The author refers to the dropping from the Canadian Civil Service Act of a clause providing for review of removals by the Civil Service Commission as a mistake and strongly advocates the "trial before removal" clause for every Civil Service law. He states, also, that private employers are coming to take the same position about the removal of their employees that advocates of the trial clause take in regard to the removal of public servants.

A Bill was introduced in the United States Congress in June, 1919, providing for a Civil Service Board of Adjustments, to constitute a Court of Appeals for employees in the classified Civil Service of the United States, one member of the Board to be appointed to be representative of the employees, one of the United States as employer, and one representative of the general public, members so appointed to choose a chairman from among themselves. The Bill provides that personal grievances or controversies and all other disputes are to be handled by committees of the employees, when if an agreement is not reached, the chairman of the committee of the employees may refer the matter to the chief executive officer of the organization of employees having jurisdiction, and if the contention of the employees' committee is approved by such executive officer, then the chief executive officer of the organization concerned shall refer the matter with supporting papers to the Board of Adjustments. Decisions of the board must be approved by a majority vote and are final.

#### The Situation in Canada

In frequent memorials presented to the Government in recent years, the Civil Service organizations have asked that the Government should establish a permanent Board of Appeal to hear appeals from civil servants and that the decisions of such board should have finality.

At the National Industrial Conference held in Ottawa, September, 1919, the question of a Board of Appeal for Government employees came up and was discussed. A resolution was prepared by the Employers' Group of the Committee on Government Employment in which the Committee recommended to the Conference that it request the Government of Canada to consider the establishment of a tribunal of appeal to which any person or group of persons employed by the Government of Canada might appeal for investigation and adjustment of any problem and it was suggested that the tribunal should consist of one person representing the Government, one representing the persons employed, and the third if necessary chosen by the other two. This resolution did not go through for the reason (as was stated by Mr. Hugh Blain at the Conference) that it "turned out to be not acceptable to the other side of the House." Mr. Blain stated, however, "we felt that if any civil servant had been subject to injustice of any kind he should have the right of appeal to some one."

The Employees' Group at the Conference recommended "that employees of all Government bodies should be entitled to the right of appeal under the Industrial Disputes Act so long as that Act remains upon the statute books of Canada." Addresses were delivered in support of the view of the Employees' Group by Mr. Frank Grierson, Mr. J. E. Morash and Mr. J. C. O'Connor on behalf of Civil Service Associations and by Mr. Tom Moore, President of the Trades and Labour Congress.

A statement made by Sir Robert Borden in Parliament May 27, 1919, is of interest as indicating something of the view of the Prime Minister upon the subject. After reciting that the Government had no private interests to serve and would be naturally expected to act fairly in respect to remuneration, the Premier stated.—

"But I should be prepared to go further than that and say that in appropriate cases the public servants — persons usually known as members of the Civil Service— might ask for and obtain a sort of appeal against the Government of the country by arbitration or some such method, but always subject to final approval by Parliament which is the ultimate authority so far as the Government is concerned."

In connection with the Classification of the Civil Service a plan was instituted for a Board of Hearing and Recommendation, the membership of the board being composed of a member of the Civil Service Commission (Chairman), two departmental representatives named by Deputy Ministers and two nominated by the Civil



Service Federation. The board has the further feature that during the discussion of classification schedules relating to particular services, the board may from time to time as it deems necessary request an employee who is a member of such service, to sit with it and join in its deliberations.

It is to be noted in connection with this board, however, that it deals mainly with classification matters, not as these deal with individuals, but with classes of employees and then chiefly as to the fixing of classes and salary compensation.

#### PATRONAGE REARING ITS HEAD

In the minutes of the Convention reference is made to correspondence passing between the president and Mr. W. T. R. Preston on the subject of Patronage. As this is a subject of vital interest the letter from Mr. Preston and the president's reply are herewith reproduced:—

Port Hope, Feby. 8th, 1920.

F. Grierson, President,

Civil Service Federation, Ottawa.

My dear Sir:—

I understand that you are President of the Civil Service Federation, and I therefore take the liberty of asking you for such information as you may feel at liberty to give me. Enclosed you will find a clipping from one of the Provincial papers, copied from the *Globe*, of a recent letter of mine. I am booked to speak in Toronto shortly on this question, and I intend, if I can get the active support which at the moment is looming up, to institute an active campaign on these lines. I should like to secure the pledges of active political workers all over the province to oppose all candidates who will not promise to vote the present mode of appointment by the Civil Service Commission out. If you can give me any information of favouritism or unfairness by the Commission I shall be greatly obliged. Can you tell me where I might be able to get copies of Examination papers for the various grades in the Service?

Your very truly,

W. T. R. PRESTON.

February 27th, 1920.

W. T. R. Preston, Esq.,

Port Hope, Ont.

Dear Sir:—

I have your letter of the 8th inst., enclosing a clipping from a daily paper. In reply I beg to say that personally and as President of the Civil Service Federation, I am unalterably opposed to the policy you have enunciated, in your letter to me and in the letter to the press. Aware as I am of the atrocities, the immoralities,

and the viciousness of the system known as Political Patronage, I cannot conceive of any sane man, much less a good citizen, espousing its cause. I express my opinion thus strongly in the firm belief that were you as fully informed as I am in regard to the application and effects of Patronage upon the bodies of the mem-

bers of the Civil Service you would express yourself in equally strong terms. I have desired to express myself and the opinion of my Executive on this subject, so that there will be no danger of misunderstanding.

Your very truly,

F. GRIERSON.

## CORRESPONDENCE

Editor *Civilian*.

Dear Sir:—

I guess you be mighty sirprized to heer from me, I ain't been much before the publik i of late, but time was before the war when folks useter be pritty famillar with Old Man Ontario (that's me) long about election time! I reckon I don't need no further introdukchin.

Well mister, I want to tell you about my boy Ed. Long about twelve year ago my boy got a job from the govermint in the post offis up there in the city. Ed. come from the war after doin his bit and gettin his sargent's stripes an a medal after Vimy, and he says as how the gosh durned Union govermint has brot a feller from Chicagy, U.S.A., to tote up all the men's jobs in the post offis, an how this ornery critter reckons as how Ed. is only worth \$1,260 a year, an him what took the prize at the Hi skule!

Well my golleys mister, I couldn't hardly beleve it! I been pretty busy them years gettin in the crops an so forth, bein short-handed account of not bein able to get no hired help and Mary ann bein took abed a good bit with the sciattiky, so I ain't heerd nothin bout no feller from Chicagy. Sufferin horses, I went to the world's fair, an ef you want to know what I thinks bout Chicagy.....? Well mister, all I say is I was gosh durned glad to get back to the farm, I tell ye. I don't hold nohow with no Union govermint that has truck an trade with fellers from no Sodom an Gomorrow as it says in the good Book!

Well mister,, I was kinder worryin over Ed. an wonderin kind of what the world was acomin to anyways an thinkin Ed. ud be mighty useful back home on the farm only he's got city ways an feels like he has to wear a biled shirt, an last Satiday Eli Perkins's boy Dave, what's a pefesser now up in the Universitty, come over, him an his ma, to our place. I just naturally got to talkin bout the govermint treetin its men like they be an bout this here Chicagy sweat shop feller (as Ed.

calls him) an Eli's boy says very like he's only a mith.

"A mith", I says, "what's a mith anyhow?"

"Why", he says, "a mith is a feller what everybody beleeves in an yet he don't reely exist. Very like this here feller is a mith", he says, "Taint likely there cud be such a meen cuss as that".

"Well", I says, "Ed. don't seem to think he's no mith".

Eli's boy says very like — but he says for him, he thinks the feller is like the wanderin jew or Jack the Ripper, not a reel persun nohow.

"Why, Ed. seen him", I says.

"That aint no evydens", says Eli's boy. "Look at this here Olivy Lodge and Conan Dooley an all them fellers that sees apparishuns an talks with gosts. Its all de-loosions!"

"You meen to say", I says, "you don't think there's no such feller?"

"Don't it stand to reason there ain't?" says young Dave. "Them noble patrots up to Ottawa wouldn't go fur gettin no such feller as that to make pawpers outen the boys as they got jobs fur theirselves. Didn't you reed what that there newspaper feller says that the big book like a dickchinery they got out was a big joke book an how nobody but a praktikel joker ud print such nonsens nohow?"

"By hickory, Dave, you may be rite!" I says. "It don't seem like there could be no such narrer-minded cuss as that feller. It's like everybody beleevin the gosh durned world's acomin to an end!"

"Anyhow", I says to Eli's boy, "soon as us fellers from the back concessuns, as brother Morrison says, get up to Ottawa, we'll soon send them there Chicagy fellers packin back to the U. S. A. so's they can interdooce effishunsy in the gosh durned govermint at Washington an sign up the peece treaty.

Well mister this is hopin this finds you well, so no more for this time.

yrs Trooley

OLD MAN ONTARIO.



Equal Pay  
for Equal  
Work

# What Our Women Are Doing

By Elian

In Honour  
Preferring  
One Another

## A Second Successful Year

The second annual meeting of the Halcyon Club was held on Monday, April 26, in the club rooms, when the secretary-treasurer's report and the reports of the various committees were presented and officers elected to carry on the club's activities for a third year.

The new officers are: President, Miss M. D. Doyle; secretary-treasurer, Miss Jessie Grant; conveners: house committee, Miss Alice Walker; cards, Miss Ellen Delahaye; refreshments, Miss Elizabeth Connolly; library and literature, Miss Florence Burt; music, Miss Ina Blackburn; membership, Miss Agnes Kennedy; publicity, Miss B. K. Dibblee.

A warm tribute was paid to the retiring president, Miss Alice Walker, to whose untiring zeal and painstaking efforts the unqualified success of the past year is due. Fortunately for the club Miss Walker is to continue as convener of the house committee.

Miss May Lyon read a most comprehensive report, and her retirement from office is deeply regretted.

### Extracts from Secretary-Treasurer's Report

"The number of members during this year was 393, an increase of 18 over the previous year. Of these, 205 were new members, four were ex-civil servants, and eight were wives of civil servants. Two of our members, Miss Dunne and Miss Sleeth, died during the year."

"The cards committee, under the able convenership of Miss Eleanor Ross, arranged four bridge parties during the club year, all of which were a great success and added much to the popularity of the club."

"Miss Ellen Delahaye convened the refreshment committee in a very efficient manner and the arrangements made for the card parties left nothing to be desired."

"The musical members of the club were treated on two occasions to musical evenings arranged by Miss Marie Duhamel and her committee. A third event of this nature will be held on Thursday evening, the 29th April."

"The literary work of the club has been in the capable hands of Miss Jane McInnes, who has catalogued and arranged our

books and has also had charge of French and English reading circles during the winter months."

"Miss B. K. Dibblee has been responsible for all publicity work during the year, and performed her duties in her usual efficient manner."

"In order to raise the money for our beautiful concert grand piano, a most successful bazaar was held on the 5th and 6th December. So successful was this event that we were enabled, not only to repay to our capital fund the cost of the piano, but also to purchase a fine hundred-dollar Victory bond as the beginning of a sinking fund. The club should feel most grateful to the members who worked so faithfully and untiringly to accomplish this, and

been self-supporting and has proven of great use to members."

"On New Year's Eve a most enjoyable masquerade dance was given by the club under the convenership of Miss Mildred Ashfield, the proceeds being given to the Ottawa Day Nursery as a contribution toward their drive for funds. A series of tea dances was commenced on Saturday, the 17th April, and the first two have proven a great success."

"The club is deeply indebted to the Ionian Quintette orchestra for their services at the bazaar, to Lieut. Neate, of the Militia Dept., who furnished the orchestra for the bazaar dance, to Mr. Frand Grierson for a gift of ten dollars, and to the Ottawa Women's Canadian Club, who recently presented us with a magnificent piano lamp."



MISS ALICE WALKER,  
Retiring President, Halcyon Club.

above all to our president, who, since she took office, has given herself unsparingly to the service of the club."

"In October, owing to various occurrences, it was decided that one of the councillors should take complete charge of the party book, and Miss Inglis accepted the task, which she carried on till February when Miss McInnes relieved her."

"The tea room, which was inaugurated in May last, has been well patronized, and although it has not yet become a source of revenue, it has, outside of the initial outlay,

## FINANCIAL STATEMENT

### RECEIPTS

Balance on hand .. . . .	\$ 107.65
Fees for 393 members .. . . .	1,965.00
Proceeds 4 Bridge parties.. . . .	111.66
Proceeds of Bazaar .. . . .	1,169.73
Gift from Mr. Grierson .. . . .	10.00
Interest on Victory Bond .. . . .	13.75
Insurance.. . . .	200.00
Revenue credited to current account .. . . .	157.49
Receipts, Tea room .. . . .	351.75
Proceeds, Masquerade dance...	28.50
<b>Total receipts .. . . .</b>	<b>\$4,115.53</b>

### EXPENDITURE

Piano.. . . .	\$ 605.00
Gramophone and Records ....	300.55
Vacuum Cleaner .. . . .	55.70
Insurance .. . . .	47.73
Victory Bond .. . . .	500.25
Langley's, Cleaning furniture after fire .. . . .	65.00
Current Expenses .. . . .	1,507.99
Tea Room Expenses.. . . .	366.99
<b>Total expenditure .. . . .</b>	<b>\$3,449.21</b>
<b>Balance on hand.. . . .</b>	<b>666.32</b>
	<b>\$4,115.53</b>

(Signed) MARY C. LYON,

Secy.-Treasurer.



### Presentation to Miss Ross

Her friends in the Board of Pensions seized the occasion of her transfer to the Post Office Department to express to Miss Jessie Ross the kindly feeling their few years of association in office work had engendered. The gift chosen was a handsome electric stand lamp and an electric toaster. The presentation was made by Mr. Lawson and Mr. Baker in the presence of a large number of the staff on the afternoon of April 12. Not only has Miss Ross the good wishes of her confreres in the Pensions, but the members of the Women's Branch wish their president every success in her new position.



JESSIE A. ROSS,

President, Women's Branch, C. S. A.

### Join now

The Halcyon Club is starting out on its third year and it is desirable that all the members should pay their fees at once in order to give the president and her advisory council as little financial worry as possible. The membership committee, with Miss Agnes Kennedy as convener and Miss Maude McLean as secretary, have organized a committee covering most departments, and they have sent out circulars pointing out the uses and privileges of the club, also the general rules. The act of paying a fee is made as simple as possible by a detachable printed slip. Don't miss your opportunity: do it now.

The departments are represented as follows: Agriculture, Jane McInnes; Auditor General's, C. L. McLean; Archives, Irma Smillie; Com. of Conservation, Kathleen McElroy;

Customs, M. Black; External Affairs, Alice Walker (president); Finance, L. M. Street; Immigration, E. O'Connor; Interior, Mildred Ashfield; Labour, Hazel Black; Militia and Defence, S. Eligh; Mines, Jessie Connor; Marine, Elizabeth Connolly; Naval Service, May C. Lyon; Pensions, Ellen Delahaye; Post Office, Marie Duhamel; Public Works, Jane McElroy; Public Health, Mrs. Goodhue; Railway Commission, B. K. Dibblee; Railways and Canals, J. Garvie; Soldiers' Civil Re-establishment, Miss Hawkins; Soldiers' Settlement Board, C. E. Karr; Trade and Commerce, A. C. Kennedy and Maude McLean; Industrial Research Council, P. McCagherty.

### Dr. Helen MacMurchy

The Federal Department of Health is to be congratulated upon the appointment as Director of Child Welfare of Dr. Helen MacMurchy of Toronto. One of the most able women in public affairs in Canada today, Dr. MacMurchy comes to her new position well equipped both by training and temperament to fill it admirably. The appointment would seem to be the logical outcome of the study and energy devoted to child welfare and its related subjects which have resulted in giving Dr. MacMurchy an international reputation.

Born in Toronto, the daughter of the late Archibald MacMurchy, for many years rector of Jarvis Street Collegiate, Dr. MacMurchy is by heritage an educationist and publicist. In 1901 she received the degree of M. D. from Toronto University; then, after studying at Johns Hopkins' Hospital at Baltimore and the Women's Medical College in Philadelphia, she returned to Toronto, where she was appointed to the staff of the Toronto General Hospital and was the only woman on the Medical Faculty of the University of Toronto. In her general practice devoting much of her attention to the welfare of women and children, Dr. MacMurchy's strong personality, great capacity and untiring energy placed her in the forefront of any movement for their welfare.

In 1914, together with Professor Adami, then of McGill University; Dr. MacMurchy represented Canada at the Imperial Child Welfare Conference in England. It was just in the previous year that she had been appointed inspector of the feeble-minded and assistant inspector of prisons and public charities in the province of Ontario. In January last Dr. MacMurchy was appointed the third member of the board of medical practitioners to examine inmates of industrial homes for women and girls.

Dr. MacMurchy's contributions to medical journals and congresses have been of distinct international value. Her statistical work in connection with women and medicine in 1900; her undertakings with the School Hygiene Congress in London in 1907, and again in 1910; her essay on medical inspection of schools; seven invaluable reports on Ontario's problem in care of the feeble-minded, and contributions to such journals as *The Lancet* and *The British Medical Journal* are abundant proofs of this humanitarian physician's wide-flung and scientific accomplishment.



DR. HELEN MACMURCHY.

And now comes this larger opportunity as Director of Child Welfare in the Department of Public Health at Ottawa. May every success attend the efforts of the little doctor, who is beloved not only in Toronto but throughout Ontario.

—CSFC—

### PUBLIC WORKS ASSN. VICTORIA

The first annual meeting of the Victoria and District Dominion Public Works Association was held on Friday, March 7, at which the election of officers took place, and reports of executive officers and secretary-treasurer were read, showing the association to be in good financial standing, and with all employees of the Dominion Public Works being members of the association.

After this a presentation was made by the president on behalf of the members of the association, to Wm. McKay, secretary-treasurer, for his splendid services during the past year. The present consisted of two expensive pipes enclosed in cases, with pouch and tobacco.



Officers were then elected as follows:—Honorary president, Wm. Henderson; honorary vice-president, C. N. Rivercomb; president, W. M. Everall; vice-president, W. C. Hoey; secretary-treasurer, Wm. McKay; executive, W. M. Everall, W. C. Hoey, Wm. McKay, W. G. Brown, J. E. Jeffcott.

After the business of the meeting was concluded a social evening was spent.

### The Bowlers

Early in October of last year, the demoiselles of the Department of Railways and Canals enthusiastically took up the strenuous game of bowling. All went merrily until something more exciting interfered with the matches, and interest, in some quarters, dropped off. For a time it looked almost as if the whole thing would go to pieces; but, as luck would have it, the men of the department had been having as difficult a time keeping their teams together, so the two amalgamated and a schedule was drawn up — each team consisting of one lady and two men.

Interest revived and the skill shown by the girls was remarkably fine, considering the little practice they were able to work in. The averages were gradually raised until three of them now stand at ninety-one, with every prospect of a steady advancement.

To promote interest, prizes were offered. Cups, for the greatest number of games taken by one team were won by Mr. O'Regan, (Capt.), Miss H. C. Hayes, and Mr. Cameron. These were donated by Mr. Rogers, of the Capital Alleys. Mr. A. W. Campbell, Commissioner of Highways, Mr. John Murphy, Electrical Engineer, Dept. Railways and Canals, and Mr. D. W. McLaughlin, Chief Engineer of the Hudson Bay Terminals, donated prizes, which were won by Miss Beryl Inglis for the highest average, Miss Lois Jarvis for the high cross and Miss Garvie for the high single. These young ladies have kept fairly well together throughout the season, which, of course, added greatly to the interest of the game.

Bowling will be resumed again in the fall and it is hoped that the enthusiasm will be as keen as ever.

### Social Activities

Miss Jane McInnes submitted the following report on social activities:—

In presenting the first report of the social activities of the club I should like to emphasize the tremendous demand which has been made to the council for parties; small parties, large parties, card

parties, dancing parties and every other kind of party that one could imagine.

Parties were at first booked without any restrictions and the club became so popular that it was impossible for non-party-giving members to have the use of the rooms at all during the evenings. After serious consideration of the matter, it was finally decided that three nights a week should be given over to parties and three nights left as open nights or as they are now known, club nights. However, as the demands for parties became more and more insistent as time went on, an arrangement was made whereby club nights served two purposes. Hostesses desiring to give parties who could arrange to have skating, sliding, sleighing or any other form of outdoors entertainment were asked to do so and bring their party to the club for the purpose of getting a rangement in no way interfered with the club members and yet proved to be a splendid arrangement for many of the girls.

Each month has had its quota of parties, but February holds the record; not one single night remained free, and the requests were so numerous that would-be hostesses had to make two and three trips to the club for the purpose of getting a night. No parties were booked more than two weeks in advance, and although this may have been a source of inconvenience to some of the members, no other practical arrangement could be devised. As many as ten girls came in on one single day, and every day for over a month from three to seven applications came in. We were unable to accommodate so many at one time, but I believe that ultimately all those who made a request obtained what they asked for. To your convener this work brought a good deal of pleasure, for it brought her in intimate contact with so many extremely fine girls; I should like to say here how they helped in every way possible and nearly always were most reasonable and patient.

In all, 172 parties were given. This does not include the many showers — at which as many as three hostesses entertained on the one afternoon — nor have we any record of the innumerable teas ranging from the simple tête-à-tête to the more elaborate; these have run all the way from two guests to fifty guests.

The club was used in many other ways too numerous to mention; for instance during the summer, picnics which were slated for five o'clock by five or six girls and which might have had to be cancelled owing to rain were brought up to the club by the hostess much to the delight of the guests, and the supper served in the tea

room; a few turns round the room afterwards would complete this entertainment and the club would receive another bouquet. It is almost impossible to give in a brief report of this nature an adequate idea of the many ways in which our rooms have been used, but used they have been; the guests that have been entertained here one way and another must run into the thousands, but we cannot make any definite statement along this line.

### Superannuation

Usually the women of the Service never need to ask for so-called class legislation. They are content to accept the same treatment as the men receive, i.e., if it is just for the men, it is just for the women. However, in the matter of superannuation their case is a bit different and in bringing in their report on superannuation the committee looked after this difference in the following clauses:—

9.—Women in the Service in almost every case will not have dependents at the age of superannuation. This should be considered in the contributions to be made by women.

13.—Reasonable provision should be made for the return of contributions made by those who voluntarily retire from the Service before the age of superannuation.

### A Leader

Mrs. Ralph Smith, M.P.P., of British Columbia, is an able champion of women earning their living on the same basis as men. She lays great stress on the necessity of men and women receiving equal pay. Australia was the first country in the world to conceive this idea and it has worked well there. Alberta, Saskatchewan and Manitoba all have a minimum wage act. Quebec has recently passed one and New Brunswick is about to do so. Ontario, however, is lagging in this respect. In Ottawa, Mrs. Smith stated, there are girls working for \$4.00 a week. In British Columbia, after the enforcement of the Minimum Wage Act, girls who were getting \$6.75 a week were increased to \$12.75. In spite of loud protests on the part of employees no shutters had been hung on account of the new law.

"Remember you are your sister's keeper", said Mrs. Smith, "and she needs and deserves every consideration you can give her."



Newsy  
Personal  
Notes

## Mainly About People

What  
We all are  
Doing

### A VARIED CAREER ENDED

By the death, on April 17, of Paul Marc Sauvalle, the Civil Service lost one of its well-known members who had experienced much in life.

Borin in Havre, France, in 1857, he graduated from college to the army and served as lieutenant in the 5th Cuirassiers. In 1880 he came to America, entered journalistic work in New Orleans, going from there to Mexico, where he engaged in political journalism. Incurring the disfavour of the Mexican Government, he was arrested and deported to New York.

In 1884 he went to Montreal, and from 1885 to 1895 was editor-in-chief of *La Patrie*. From 1896 to 1903 he was parliamentary correspondent of *La Presse*, and then, for three years, was editor-in-chief of *Le Canada*. In 1908 he left the journalistic field for the Civil Service.

Mr. Sauvalle was author of several widely read works on political problems and historical subjects.

He leaves a widow and two daughters.

### TRIBUTE TO MR. BOVILLE

The retirement of T. C. Boville, for thirty-seven years in the Finance Department and for fourteen years its deputy minister, was made the occasion of a presentation by the staff of the department.

An illuminated address expressed the good wishes of the staff towards their late head and a miniature curling-stone, in silver, containing a sum of gold was their more material tribute.

The presentation was made, in a happy speech, by Sir Henry Drayton, the recipient voicing a suitable reply.

### E. E. GINGRAS DROWNED

Ernest E. Gingras, district engineer of the Department of Public Works at Prince Rupert, B.C., was drowned in Alice Arm on April 13 while on an inspection tour. He fell overboard from a launch. His body had not been recovered at the end of the month. Full details of the accident were not received.

Mr. Gingras was forty-two years of age and had been in the employ of

the Department of Public Works for fourteen years. He was assigned to the Prince Rupert district in 1912. He was a son of the late F. J. Gingras, translator, of the House of Commons staff, and is survived by his mother, seven sisters and four brothers. Eugene Gingras, of the Department of Public Works, Ottawa, is a brother.

### PERSONAL

Miss Sarah Brigham ("Sallie") Reiffenstein, only daughter of J. H. Reiffenstein, of the Department of the Interior, and Mrs. Reiffenstein, was married on April 6 to Henry Alexander Irwin, of Miami, Fla. The bride was formerly a popular member of the staff of the Bureau of Statistics, and was the recipient of a suitable presentation from her association in that office.

C. Elmer Campbell, of the Department of Finance, was married on April 5 to Mabel L., daughter of Rev. A. O. and Mrs. Watts of Merrickville.

Major Raymond Collinshaw, the former Naval Service Department employee who became one of the most famous "aces" of the war, has returned to England from Russia, to which field he led a flying squadron in June, 1919.

Miss Lou Leveille, of the Post Office Department, was married on April 19 to Alfred Henri Phalempin.

Robert Callander, B. Sc., of the Topographical Surveys, was married on April 27 to Miss Louise M. Merrick.

Arthur Stanley Bourinot, of the Department of Indian Affairs, son of the late Sir John Bourinot and Lady Bourinot, was married on April 27 to Norah, daughter of Sir Percy and Lady Sherwood.

Archibald Lampman, lately of the Royal Canadian Dragoons, son of the late Archibald Lampman the distinguished poet, was married at Lakefield, on April 28 to Helen Winifred, daughter of Rev. A. W. and Mrs. MacKenzie of that town.

Gibson Armstrong, of the Department of Indian Affairs, was married on April 28 to Ko Isabella, daughter of Mrs. Robert F. Yule.

### OBITUARY

THOMSON. — In Ottawa, on March 27, Alice, wife of W. J. Thomson, of the Printing Bureau.

THOMSON. — In Ottawa, on March 29, David T. Thomson, of the S. A. & A. P. Branch, Dept. of Militia and Defence, aged forty-three years.

FALCONER. — In Ottawa, on April 5, Robert S. Falconer, of the Department of Railways and Canals, aged forty-seven years.

JONES. — In England, the wife of C. H. Jones, of the Senate staff.

THOMPSON. — In Ottawa, on April 7, Sadie O'Dell Thompson, of the staff of the Board of Pension Commissioners.

RICE. — In Ottawa, on April 8, Elizabeth, widow of the late John Rice, of the Department of Public Works.

REESE. — In Minneapolis, on April 9, Philip Reese, late of the S. A. & A. P. Branch, Department of Militia and Defence.

NICHOLSON. — In Ottawa, on April 11, William Nicholson, formerly of the Post Office Department, aged fifty-seven years; father of Miss Mildred Nicholson, of the Department of Finance.

FRENCH. — In Sarnia, on April 18, Fred. W. French, formerly chief of staff of the Canada Food Board.

AMYOT. — In Ottawa, on April 21, J. Emile Amyot, of the city Post Office, aged forty years.

LOWE. — In Ottawa, on April 22, George Harry Lowe, of the Department of Railways and Canals, aged fifty-two years.

HAIG. — In Ottawa, on April 16, Thomas Haig, of the Department of Public Works, aged sixty-seven years.

SAUVALLE. — In Ottawa, on April 17, Paul Marc Sauvalle, chief translator, Department of Mines, aged sixty-two years.

JAMES. — At Atlin, B.C., on March 10, T. A. James, of the Customs.

McLAUGHLIN. — At Economy, N.S., on March 18, S. H. McLaughlin, of the Customs.

QUESNEL. — At S. Johns, Que., on March 23, Auguste Quesnel, of the Customs.



## Minutes of the Eighth Annual Convention of the Dominion Postal Clerks' Association.

(Continued from page 211)

and \$1,500 were suggested by the experts, but the Department was opposed to those rates and it had never been the intention of the executive to accept them. There were strong arguments in favour of the smaller offices, and the executive had presented them before, and would doubtless do so again. How could the Commission explain the discrimination when no such distinction had been made in the case of the letter carriers? However, the Board of Hearing intended to investigate the question and their decision would be practically final. He considered that President Cantwell, sitting on the Board as a rotating member, should be allowed to exercise his discretion as to accepting a compromise if he saw there was nothing to be gained by holding out absolutely for a general maximum of \$1,680.

Mr. Sparks explained that he was not advocating the discrimination as against the smaller offices, but simply suggesting that the classification experts had perhaps taken into account the higher cost of living in the larger centres.

The secretary expressed the opinion that the experts had imitated the example of the United States and Great Britain. In the Old Country, however, the postal clerks were agitating for the abolition of the present discrimination in favour of the large cities, and this was to be one of the features of their next convention. But while the Dominion Postal Clerks' Association was strongly opposed to the distinction which was being drawn, the adoption of an uncompromising attitude might result in some members of the Association receiving a lower remuneration than they might otherwise obtain.

Delegate Blackeby insisted that there was no more reason for discrimination between large and small offices than between railroad men running out of Montreal or Toronto and crews running out of Belleville or Kingston. In his estimation it was an attempt to divide the membership. There was no discrimination against trainmen or letter carriers, because those men had affiliated with labour. The postal clerks would have little chance of success unless they did likewise.

Delegate Dumphrey, of Toronto, pointed out that while he sympathized with the employees of the smaller offices, yet the much larger number of money order clerks were being treated even worse, their maximum having been placed as low as \$1,260.

Delegate Burnett read from a letter received from Dr. Roche, chairman of the Civil Service Commission, declaring as to railway mail clerks and letter carriers that the Commission had never stated that the duties and responsibilities of the rank and file in the smaller offices were less than those of the rank and file in larger offices.

Mr. Willis agreed with the view that an attempt was being made to drive a wedge into the membership.

placed on the same level as the money order clerk. As to the bonus, Mr. Gallagher claimed it should apply equally to all; for under the present arrangement the man who lied received a higher allowance than was given to the honest man. Regarding the Civil Service experts, he declared them to be incompetent and their work absolutely unsatisfactory, and gave it as his candid opinion that no great harm would be done if the whole classification



W. J. CANTWELL, President, D. P. C. A.

Mr. Gallagher said he represented Kit-chener as well as Toronto. He read a letter from Civil Service Commissioner Jameson, stating that it was proposed to increase the compensation of senior postal porter from the range of \$1,080—\$1,380, in the September classification, to that of \$1,320—\$1,440. Yet the Commission had the effrontery to expect the money order clerks to work for a maximum of \$1,260. Mr. Jameson went on to state in his letter that the postal porter who was formerly classified at \$840—\$1,020 would receive \$840—\$1,260. Thus the junior porter was

wer thrown into the canal. He strongly resented the advice tendered by the experts: "If you are dissatisfied, quit your job and get out."

The president asked whether it was the desire of the convention to invite Mr. Telford to attend the meeting. The consensus of opinion was that there was nothing to be gained by so doing.

The president wished to correct the impression that the Association intended approving of the discrimination between the salaries paid to clerks in small offices and those in large offices. The difficulty,



he expected, would be that the Department had apparently approved of that distinction. Another difficulty was that the mistake had been made of attempting to classify the Post Office Department with the rest of the Civil Service, and the objection would perhaps be raised that the 474 employees in the smaller post offices could not be treated differently from the members of similar groups belonging to other departments. Other civil servants had a working day of 6½ hours, whereas the postal clerks worked 8 hours a day and their hours were more irregular and inconvenient. He suggested that the delegates representing the small offices might wish to present their case directly to the Department, and then to the Board of Hearing; or perhaps the whole convention might attend before the Board.

The secretary considered that in order to show unmistakably the unanimity of the membership, it would be better for all to attend, instead of sending only the representatives of the smaller offices. He cited Government figures showing that since 1914 the purchasing power of the dollar had decreased 79 per cent. After the past two years' bitter experience of delay, he trusted the Government would provide relief at once, even if the whole classification scheme had to be abandoned.

Vice-president Guy contended that too much time had been spent in discussing the grouping of offices. The motto of the Association must be that of the Three Musketeers: "One for all and all for one."

He did not think there was a single member satisfied with the present prospects. If the Commission did not mete out fair treatment to the employees in the smaller offices, he was prepared for his part to ask for the restoration of the old system, and, as Mr. Gallagher had suggested, they might throw the whole re-classification into the river. He moved:—

"Whereas it is proposed to define a line of demarcation in the matter of maximum salaries allowed to the rank and file of the clerical staff in City Post Offices, and

"Whereas this Association is strongly of the opinion that the range of salaries recommended by the Organization Branch of the Civil Service Commission is entirely inadequate, and that the system recommended is not in accord with the expressed intention of the Government and the Civil Service Commission, to fix salaries on a basis of the value of the work performed, irrespective of the section of the country in which such work is performed.

"Therefore, this Association do go on record as being utterly opposed to any distinction being made between postal

clerks in small City Post Offices, postal clerks in large City Post Offices, and clerks engaged in Money Order duties, and would ask that all employees heretofore known as Post Office Clerks be placed under a uniform scheme as regards the amount of salary allowed, irrespective of any new title allotted to any individual under classification, and the grade in which any City Post Office is placed under the new scheme of grading; and that a copy of this resolution be sent immediately to the Chairman of the Civil Service Commission."

The motion was seconded by Mr. Willis.

Mr. Crate said he would prefer a resolution expressing entire disapproval of the classification scheme and asking for the adoption of the salary schedules as submitted by the Association and the reversion to the former system of patronage. Running the gauntlet of a patronage committee of eight or ten members was more dignified and more commendable than the present methods. However, if the classification scheme was going to be carried out, they must try to have it improved.

Mr. Sparks asked whether the salaries would not be acceptable if the maximum for the smaller offices was increased to \$1,500. He considered that the members were not dissatisfied with the classification so much as with the salaries attached. In his opinion there was nothing to be gained by reverting to the patronage system.

Mr. Armstrong concurred in the views expressed by Delegates Guy and Crate. He resented what he considered to be the presumption and insolence of the Chicago experts, who, he said, knew very little about post office affairs and had to depend on borrowed information. Regarding the suggestion that the experts might be invited to address the meeting, he considered that to discuss the situation with them would be a waste of time. He concurred in the opinion that the discrimination shown against the clerks in the smaller offices was an attempt to divide the postal clerks by internal dissension.

Delegate Stewart thought there was a happy medium between the restoration of patronage and the adoption of the proposed schedules, namely, the acceptance by the Commission of the classification and salaries that had been suggested by the Association.

Mr. Willis declared that as a matter of principle was involved, the representatives of the larger offices would not stand idly by and see the smaller offices treated unfairly. He commended the suggestion of Delegate Stewart. The main purpose, after all, was to obtain a living wage.

Delegate Littlefield described some of the evils of patronage and declared that

while the proposed classification was bad, it could never be as bad as the patronage methods which had formerly prevailed. However, the Commission should be plainly told that the present proposals were utterly unsatisfactory.

Delegate Kane, of Kingston, expressed his grateful appreciation of the manner in which delegates from the larger offices had championed the cause of the smaller. The fact that the bonus had been granted to all, he said, was a proof that the cost of living was not regarded as being higher in the larger than in the smaller cities. In the Kingston office, the letter carriers, who needed very little education, were to receive the same remuneration as those of Toronto, Montreal and Ottawa, and to be placed on a higher plane than their fellow-employees who were performing more responsible duties. The classifiers had proven false to the basic principle of equal pay for equal work. He agreed with Mr. Gallagher that the fairest thing to do with the classification was to get rid of it by the quickest and surest means. He commended the suggestion of the secretary-treasurer that the remuneration should be the 1914 salary plus a bonus equivalent to the increase in the cost of living.

Mr. Guy pointed out that the resolution made no mention of patronage, but if they could not have their grievances redressed, the next logical step would be to press for the re-establishment of the former system.

The motion was agreed to.

## REPORTS OF OFFICERS

Past President Jacques was requested to take the chair, and the president then read his report as follows:—

### President's Report

To the Officers and Members  
of The Dominion Postal  
Clerks' Association.

In Convention Assembled  
Gentlemen,—

In presenting my Annual Report, covering the activities of this organization during my term of office, I am seriously handicapped by reason of the fact that certain things have transpired during the past fortnight which have necessitated a great deal of unforeseen labour brought about by the announcement of the Organization Branch of the Civil Service Commission of the completion of their labours in connection with the classification of the Postal Service.

It had been my intention to indicate at considerable length the progress made during the past year, so that the delegates present at this convention might have a



proper conception of the advantages obtained as the result of sane and intelligent agitation. Unfortunately, however, the task of criticizing, from the employees' point of view an entirely new classification of this service, was thrust upon me on short notice, making it necessary to considerably abbreviate the survey of our activities during the term just ended.

At the last convention you appointed a Committee on Classification with full power to make representation on this important subject, and how well they have performed the task allotted to them will be indicated during the course of this convention. As the chief executive officer of your Association I cannot allow this opportunity to pass without expressing my personal appreciation of the splendid service rendered by this committee to every postal clerk in the Dominion of Canada. The problems with which they had to grapple were most intricate, and necessitated an amount of labour of which the average member cannot possibly have the faintest conception. Whether or not they have succeeded in what they set out to accomplish cannot yet be determined, but I desire to emphasize the fact that, even if their efforts have not been crowned with success, the membership at large should appreciate the efforts put forth on their behalf by this committee.

The classification originally proposed did not meet the requirements of the service which we represent, and this is conceded, not only by the employees, but also by the responsible officers of the Department. An alternative classification was suggested by this committee, the principle of which was approved by the Post Office Department and the committee, in co-operation with your Dominion executive, has exercised its best efforts to have these principles incorporated into an entirely new classification, which will come before you for consideration at this convention.

What success has been achieved by the Association in this respect must be left to the intelligence of each delegate to determine for himself.

The past year has been replete with interest for Postal employees, and I am personally satisfied that the account of their stewardship given by your officers at this convention will indicate that the confidence you placed in your executive has been fully warranted.

The disappointment produced by the publication of the proposed salary schedule for this service has had the unfortunate effect of giving a certain element of our membership the impression that the organization has failed to justify its existence. This element has concentrated

entirely upon the classification and has overlooked the many concessions obtained during the past year by the untiring activity of those who have been looking after your interests during the interim between conventions.

#### *Payment for sick leave.*

The improvement in this connection over the old method cannot be estimated at its true value except by those who have been unfortunate enough to have been on the sick list for a considerable length of time. In the past an employee was required to wait for his salary until such time as authority to pay same had been given; whereas he can now be paid when his salary is actually due.

#### *Number of attendances.*

This concession, which provides that a day's work shall not require more than two attendances, affects only clerks in the smaller offices, and it was on their behalf that the matter was taken up and satisfactorily adjusted.

#### *Day and night work.*

The concession obtained in this instance is of greater importance than would appear at first glance. Taking the actual amount of overtime paid at some offices, it will be readily seen that the fixing of day and night hours, and reckoning mixed duties on a pro rata basis has netted many of our members quite a respectable sum in actual cash.

#### *Equalization of remuneration.*

Although the victory won in this particular instance was not as complete as we had hoped for, it was, nevertheless, considering how keenly the point was contested, one of the big things accomplished during the year.

#### *Extension of the war bonus.*

This matter is one which is closely related to that of equalization of remuneration, and your executive is convinced that the Government's promise, given to this Association, to equalize remuneration east and west of the Lakes, and to request the Civil Service Commission to report on the amount of bonus paid to civil servants, was directly responsible for the increased bonus paid to the whole service.

#### *Overtime.*

This simple request, which was granted by the Government, was only obtained after considerable effort had been put forth and in the face of considerable objection, as the amount involved was considerable, and the Government realized that it was establishing a precedent which would be used by the other units of the Service. From figures supplied by sixteen of our branches, not including Toronto or Montreal, the actual cash payment for overtime to the clerical staff, for a period of six months, was in

excess of \$8,000. Based on the law of averages, we find that every clerk, permanent and temporary, in these offices, received \$12.00 overtime during the period mentioned. If this was the only concession obtained during the year, our organization would have more than justified its existence.

#### *Payment for statutory holidays.*

Considerable progress has been made in the solution of this difficulty, and although the method of paying for time worked on these days has not been entirely satisfactory up to the present, the recent decision of the Department to double the rates previously paid will meet with general approval.

#### *Saturday half holiday.*

The Saturday half holiday in the Postal Service, which few of our members expected would be a reality in so short a time, is a concession worthy of mention.

#### *Leave with pay for delegates attending conventions.*

This was one of the most difficult concessions to obtain and was only conceded after very powerful opposition had been overcome. Delegates who attend our conventions in future may do so without having their absence charged up against their annual leave, as was the case in the past.

#### *Bonus for sick leave.*

This concession has meant much to members of our organization who, under the original regulations, were deprived of their bonus after exceeding a certain period on the sick list. While the Association cannot claim entire credit for obtaining this boon, your executive, in co-operation with other organized Civil Service units, brought about this change.

The executive realized, shortly after the conclusion of the last convention, that the best interests of the membership would be served by establishing a *bonne entente* between the employees and the officials of the Department. That their judgment was sound in this respect is borne out by the fact that no serious objection was put forth at any time when reasonable requests were the subject of discussion between the Department and the executive. I am pleased to be able to say that the best of harmony prevails at present on both sides, and it is desirable, in the interest of both parties, that this happy condition of affairs should continue.

You will be called upon, gentlemen, during the coming convention, to elect a new executive, and as a member of the retiring executive I desire to impress upon you the fact that the leadership of any organization determines the measure of its success. Fortunate is the organization whose officers possess qualities of sagacity and knowledge, so necessary to the advance-



ment of the objectives of the organization. It therefore behooves the delegates to exercise their best judgment in the selection of those who are to look after their interests during the coming year.

I sincerely appreciate the confidence which you have reposed in me during my term of office and I am personally satisfied the interests of this Association have been as carefully protected as such humble talents as I may possess permitted.

This report would be incomplete without a reference to a particular service that was rendered, not only to the members of this Association, but to the entire Civil Service. I refer to the dating-back of classification. The difficulties to be surmounted in bringing this about can hardly be conceived. Every effort put forth while the legislation was before the House of Commons and the Senate having proved abortive, your executive still persisted, realizing that pledges given by the Government, through its responsible Ministers, were being violated. A hastily summoned meeting of your executive was held in Montreal, to deal with the situation which had arisen, and while it is not possible, for reasons that must be obvious, to make public the program which the executive decided to follow, I am sure you will appreciate that on this occasion your Dominion representatives handled a very delicate situation in a very satisfactory manner.

In conclusion I bespeak for my successor in office a continuance of the loyal and hearty support which you have given me during the past year.

Fraternally yours,

WM. J. CANTWELL,  
Dominion President.

### Report of Vice-President

The following report was read by the vice-president, Mr. T. R. Elsam:—  
Gentlemen,—

Twelve months have elapsed since we last met in convention at Montreal, and although much has happened and much has been attained since that time, still, on the all important question of salaries we are, as we were, still looking for the expected increases. At the same time the conferences between the Government, the Department and the Civil Service Commission and the Association in April last resulted in much good work being done, and many important concession obtained. True, some of these have not been lived up to as we had the right to expect, but I believe there is every likelihood of these matters being satisfactorily adjusted.

The special committee appointed to deal with the all important matter of "Re-classification" has had a busy time, and the

results of its labours are not yet, I believe, apparent, although I am satisfied much good work has been done.

At the time of writing, I am not exactly sure how this and other questions stand, for, owing to my having been on the sick list the last six months, I have not been able to keep in touch with our affairs as I should like to have done.

The work of the executive has fallen practically entirely on the shoulders of our president, Mr. W. J. Cantwell, and since the committee met in Montreal in November last he has performed yeoman service for our cause. His presence at Ottawa has given him the opportunity and his proved ability has enabled him to deal with the various matters in which we are so vitally interested in a manner which I am sure you will agree has left little if anything to be desired. He has ungrudgingly and unsparingly devoted the whole of his own time to our interests and has tackled every problem which has presented itself in a most masterly manner. I am sure that as long as we can induce him to remain at our head, our interests are in the best possible hands.

There are many matters I could refer to but for the reason given above, which prevents me from dealing with them with a proper sense of certainty, and I have no doubt they will all receive due attention in the reports of our president and secretary-treasurer.

In conclusion I should like to express my appreciation of the honour you did me in electing me to the position of vice-president in March last and my regrets that ill health has prevented me from being of that service which I had hoped to have been.

I wish the convention every possible success and remain, gentlemen,

Yours faithfully,

T. R. ELSAM,  
Dominion Vice-President.

### Report of Secretary-Treasurer

The secretary-treasurer submitted the following report:—  
Gentlemen,—

As in March, 1919, when we last met in convention, we meet together in expectation, coupled with hope — in some cases despair — that when classification becomes effective it will provide a fair and reasonable rate of remuneration for postal employees who have been close to the bread line since the reign of the H. C. of L. was inaugurated, coincident with the outbreak of war. Despair kills effective action, so away with it and work with redoubled effort to attain the goal of your desires. We have a hard fight before us and can look for very little as-

sistance from any quarter, at present. The Government, while preaching economy to the public, are forcing their servants to economize to an unprecedented extent, harmful in its effects on the health of their servants and the families of their servants. Sympathy — it is dead, killed by capitalistic reactionaries. Statistics on the cost of living — what is the use when the Government will not believe their own figures? Strike — past events have proved the fallacy of such methods and have shown that it is the strikers who suffer the most. Organization — this is the key to the situation and when the workers learn the combination — they already have a good hold on the key — then the days of reaction will quickly be followed by a new era of progress, in which those that labour shall share according to the measure which they give.

It must be admitted that much has been gained during the past twelve months and this association can take credit for having been instrumental in obtaining many concessions and assisting, in no small degree, in obtaining others. The work of the past year will be reviewed by the convention, so it is not necessary for me to enter into details.

I have been greatly handicapped during the year through sickness, both as regards myself and my family, and also by the mails being disorganized for a long period, due to the general strike staged in Winnipeg in the months of May and June, 1919. As you are aware, postal employees at Winnipeg, Saskatoon and Calgary took part in this strike and as a consequence of their refusal to return to work when ordered by the Government to do so, many hundreds were dismissed from the Service. I cannot help but feel that the hasty and ill-judged action of these men has had a detrimental effect on the efforts of this association since that time.

During the progress of the strike, when the situation looked very serious, I wired our president to call the executive together at Ottawa in order that we might discuss the situation and devise ways and means of dealing with any eventuality which might arise due to the strike. After events have proved that the expenditure thus incurred was unnecessary, but in extenuation I must plead ignorance of all knowledge of clairvoyance.

Although elected a member of the Classification Committee, I regret to say that I have done but little to assist this committee in the great task which confronted them. I did not attend the first meeting of the committee, due to the fact that my services could not be spared from the office at that time, every available experienced clerk being required in order to



handle the mail that had accumulated during the strike. Owing to an unfortunate delay in the delivery of a telegram, I arrived at Ottawa just too late to attend, with the classification committee, before the Board of Hearings in September last.

Our president, Mr. Cantwell, has issued circulars from time to time notifying branches of the progress made by the classification committee, thereby relieving me of some of the duties pertaining to my office.

The latest addition to our ranks is Lindsay, Ont., a small, but active branch.

I am sorry to have to record no progress in the matter of inducing those who seceded from our ranks to once more link up the chain from coast to coast. I have, at various intervals, sent letters, etc., to certain points in the West, but the policy followed by those whom I have attempted to reach has been that of consistently ignoring this association. However, I have been informed by our president that the Amalgamated Postal Workers have been in communication with him, suggesting a conference with a view to agreeing to some common grounds whereby the East and West can work together in harmony. No doubt Mr. Cantwell will have something to say in connection with this matter.

In November, 1919, I took up with the Minister of Finance the question of raising the rate of interest allowed on the Retirement Fund from four to five per cent, as promised by the Government in 1918. This is one more example of procrastination on the part of the Government, for, in spite of the fact that such increase was promised by the Government in 1918, it is not to become effective until January 1 of the present year.

The question of rates allowed for overtime on statutory holidays has been the subject of much correspondence between this association and the Government and the Post Office Department; but apart from a telegram received from Senator Robertson, in which he said that he had taken this matter up and stated his belief that the Post Office Department were modifying their instructions respecting this matter, nothing of a tangible nature has so far been accomplished.

This association, through the untiring efforts of the president, gained a notable victory when the Government, by Order in Council, promised to introduce at the present session of Parliament such legislation as would, if passed, have the effect of making the classification retroactive as from April 1, 1919, in accordance with the original policy.

The financial position of the association is stronger than at any time in its history

and, after meeting all expenses of the convention, we should be able to carry over a balance of approximately \$1,500. Being so near the end of the fiscal year, and also due to the fact that seven branches have yet to forward their per capita tax for the current year, I have not submitted a financial statement for the information of the convention. However, my books are up to date and will be at the disposal of the committee on finance, who will submit their report in the usual way.

It is to be hoped that the efforts of the convention will produce beneficial results for our membership and for the Service as a whole. Certain it is that postal employees must be granted increased remuneration at once. Every day sees an increase in the cost of living and the Gov-



W. E. B. MANN,  
Secretary-Treasurer D. P. C. A.

ernment are apparently unable to check the activities of those grasping and soulless individuals and corporations who are responsible for the present serious situation in this country. Are we to accept, in despair, the helplessness and incapacity of those who alone have the power to dictate to the profiteer? Or, shall we insist that such extra remuneration be granted as will bring the salaries of civil servants up to their pre-war value? Such a demand is perfectly reasonable and no Government—if they are true representatives of the people—would refuse such a modest request. Taking the figures published in the Labour Gazette for the month of December, 1919, we find that a pre-war salary of \$1,400 should have been increased to \$2,506 in order to keep pace with the advance in the cost of staple foods. The increase in the price of clothing and boots is even more marked. At the same time a

\$1,400 salary has been increased only by a miserable \$372 in the case of a married man or head of a household and \$132 in the case of a bachelor. And still the Government insists that there is no incentive from the standpoint of money profit to impose unfair rates of pay on employees in the service of the State. What then is the incentive?

Just one word more. It is only natural to suppose that each delegate present has been elected by his branch because the members have complete confidence in him. Such being the case, I would ask each and every delegate to show, by his interest and activities during the next fiscal year, that such confidence was not misplaced. The duties of a delegate to a convention do not terminate on the adjournment of the convention; this is but the commencement. Having listened to the discussion, they are in a splendid position to assist their branch to carry out the policies laid down by the convention for the ensuing year and to assist the executive in any action taken in the best interests of the association.

Trusting that when next we meet we shall be able to look back at these days of doubt, worry, and uncertainty, with a smile.

I remain

Fraternally yours,

J. W. GREEN,

Secretary-Treasurer.

The secretary-treasurer supplemented his report by a verbal explanation of the reasons why he had not been able to submit a financial statement. He said in part:—

"I have with me the books showing every transaction which has occurred since the convention was held in Toronto. As you are aware, at the convention in Montreal I issued a supplementary financial statement to cover the period from the Toronto convention to the time when the convention was held in Montreal, with the full intention of issuing later a complete balance sheet for the entire year ending May 31, 1919. From Montreal I proceeded to Ottawa as a delegate representing our association at the Civil Service Federation convention in Ottawa. Before that convention had finished, I received a wire from home, stating that my wife and family were down with influenza, and I therefore had to catch the first available train out of Ottawa and go home. That of course inconvenienced me to a considerable extent. It interfered with my duties; and when I was just about in a position to start work again, I was recalled to Ottawa in April to take part in a conference which we held with the Government at that time. That necessitated quite a amount of work. Shortly after that, when I was again in a position to



resume, and to do what was originally my intention, the strike in Western Canada was pulled off, on the 15th day of May. So I think, gentlemen, you can understand my position — that I was practically unable then for some months to resume work. The state of the mails was such that it was almost impossible to get into communication at all with the East, and practically everything that was done had to be done by wire. After that, I thought the most satisfactory method of procedure would be to keep the books in shape and everything paid, and at the conclusion of this year — and, I hope, the termination of my tenure of office as secretary-treasurer — to submit to our auditors, Messrs. Christie and Woodstock, of Toronto, a complete statement covering the two years; but of course it would be in the nature of two separate balance sheets.

"All the vouchers are in order and the books in each case indicate exactly where the vouchers will be found. If I am allowed to proceed along that course and issue this final statement, including all the expenses of this convention, and showing the balance carried over to start the next fiscal year, which begins on June 1, 1920, I think that would be a far more satisfactory method than to issue another separate financial statement. I have the ledger here with me and it will be at the disposal of your finance committee just as soon as they like to go into the question, and my services are at their disposal. I believe they will be able to render to this convention a satisfactory account of all that has transpired during the last two years.

"With regard to what our president has said about the expenses for this year, there is not the slightest doubt that they have been very heavy, but it has been absolutely unavoidable. We have come, in the last year or two, to realize more forcibly than ever the fact that money is really the sinews of war, and without the cash you cannot get any satisfactory result. But I am glad to be able to endorse what our president has said, that we are to-day in a better financial position than this association has ever been before."

At the suggestion of the president, it was moved by Delegate Stewart, seconded by Delegate Blackeby, that the report of the auditors, Messrs. Woodstock and Christie, be taken as read; and that the reports of the president and the vice-president be referred to the committee on resolutions and new business, and the reports of the secretary-treasurer and the auditors to the committee on finance. The motion was agreed to.

It was moved by Mr. Walsh, seconded by Mr. Paquette, that the resolutions and

memoranda in the hands of the secretary be considered by the executive and referred by it to the proper committees.—Carried.

On motion of Delegate Sparks the meeting adjourned until 3 p.m.

#### AFTERNOON SITTING

*Tuesday, March 23.*

The meeting opened at 3.30 p.m.

The president introduced Mr. J. C. O'Connor, president of the Civil Service Federation of Canada, president of the Civil Service Association of Ottawa, and member of the Board of Hearing and Recommendation. Mr. O'Connor then addressed the convention. He sketched briefly the operations of the Board of Hearing. The very fact that the civil servants had chosen two of their officers to represent them on the Board, he said, showed their belief that some method of co-operation might be carried on which would further their interests. The Board of Hearing, owing to the large number of appeals against the classification, had so far dealt only with representation from classes, and not with individual cases. While the Board did not possess legislative sanction and in that sense was not really a board of appeal, yet its decisions had all been ratified by the Commission, and in turn, with but a single exception, by the Government. The only alternative to the acceptance of the classification as it would be amended, he said, was political patronage. While patronage had been a very bad thing in Canada, it had been much worse in other countries, and a return to that system would be worse than anything experienced heretofore.

Referring to the bonus, Mr. O'Connor said that at the recent convention of the Civil Service Federation it was decided that, as the classification had not yet been definitely applied, the bonus should be dealt with as a temporary measure for the coming year; but the time was approaching, he believed, when it would be necessary for the bonus to be absorbed into the salary.

Regarding the withdrawal of the Dominion Postal Clerks' Association from the Civil Service Federation, he had no word of censure or reproach, but expressed the hope that the time would come when all Civil Service organizations would be united in one federation, so that in all matters affecting the interests of Government employees they might be able, by conference and co-operation, to decide upon what was right and to impress upon the Government the justice of their claims.

Mr. O'Connor then replied to several inquiries regarding the procedure and methods of the Board of Hearing. Pres-

ident Cantwell asked whether, and to what extent, other groups in the Civil Service would be affected by any change that might be made in the maximum salaries granted to postal clerks. Mr. O'Connor, in reply, explained that the Board had tried to preserve what the experts called the "relativity" of the classification, and a change respecting any particular group involved a corresponding change in all similar groups.

Mr. Crate expressed his gratification at learning that the procedure of the Board of Hearing had been brought to a reasonable basis; for when he had last attended a meeting of the Board, it was apparently being run, not by the chairman, but by a youngster from the Arthur Young Company, who seemed to be Grand Master and Director of Ceremonies. Mr. Crate said he did not understand what was meant by "relativity": he was inclined to take it as another evidence of the camouflage which had been applied rather freely to the inconsistencies of the classification.

Referring to the absence of the right of appeal to a board of arbitration, Mr. Burnett contended that the position of postal clerks in this respect would be improved if they were affiliated with labour, as were the Government railway employees.

Replying to an inquiry by the secretary, Mr. O'Connor agreed that some consideration should be given the fact that the postal employee works 44 hours a week, while other civil servant work only 36½ hours; but he pointed out, on the other hand, that there were certain types of work at which as much could be done in 6½ hours as in 8 or 100.

It was moved by Mr. Jacques, seconded by Mr. Guy, that a hearty vote of thanks be tendered to Mr. O'Connor for coming to the convention, at some personal inconvenience, and for having supplied much useful information. The motion was carried unanimously.

The president then introduced Mr. Christian Sievertz, president of the Amalgamated Postal Workers. Mr. Sievertz expressed his pleasure at the privilege of being amongst the delegates, and his deep appreciation of the broadmindedness and courtesy they had shown under the circumstances, in enabling him to deliver his message. He said that as Mr. Cantwell had submitted to them the proposals of his association, it was unnecessary for him to repeat them and he would simply take up the thread of the story.

Western Canada did not differ mentally or morally from Eastern Canada. It comprised the same kind of people, with the same aspirations and hopes, but, owing to a difference in environment, there was a slight difference in their temperament. Eastern Canada was settled more than a

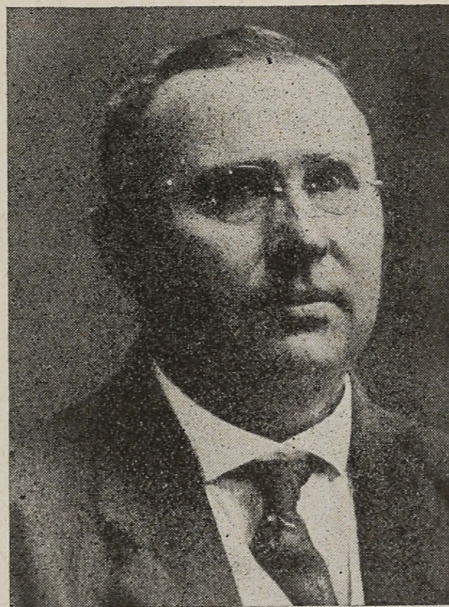


hundred years ago and had been steadily growing since that time, the industrial and educational processes keeping pace with the agricultural development of the country, the result being a cohesive, united people, understanding one another and seeking to work out their destinies at or near the place of their birth. This in turn had its effect in their disposition of mind. They thought twice before embarking upon any enterprise involving change. But Western Canada had been peopled by immigration, and the population was less stationary. There was a constant surging back and forth over the international boundary line, as well as a great influx from other parts of the world. He mentioned these things to show why the people of the West did some things that the people of the East had not yet done.

The post office employees of Western Canada were desirous of assisting one another to obtain that which they had a right to expect. As a result of certain upheavals that had occurred in 1918, they had formed an organization comprising persons who had formerly been members of the Letter Carriers' Federation, the Postal Clerks' Association and the Railway Mail Clerks' Federation. He did not desire to camouflage the fact that they had broken away from the parent organizations. The new association was temporarily organized for six months and permanently organized a little more than a year. In that time it had met with the shocks of the Winnipeg sympathetic strike, which had involved three of its branches. That was a tremendous check to its development, as it would have been a check to the development of the older organizations. It was now in a fair way to recovery. A few months ago the membership had instructed the executive to make certain representations to the Government regarding their failure to make the classification retroactive to April 1, 1919, and he had been directed to negotiate with other post office organizations for the purpose of discovering if possible the common ground upon which they might co-operate. He had subsequently been exchanging views with the president of the Postal Clerks' Association and had submitted the proposals which were now before the convention.

Mr. Sievertz then explained the aims and ideals of those who formed the Amalgamated Postal Workers. He believed it was the destiny of the post office service, like other governmental services, to be organized in one body, and that it was by accident rather than by design the different branches of the service were organized at different times and by different persons and grew up apart. Time, he said, would

show the wisdom of having one organization. Meanwhile he was not trying to induce the convention to commit the Postal Clerks' Association to any policy in this respect, but he asked that the Amalgamated Postal Workers be recognized as an autonomous unit. His organization would be found to be reasonable and ready to negotiate, with a view to settlement, upon any points affecting their mutual interests. He appealed for a better understanding and for the elimination of anything which would interfere with the accomplishment of their common aims. He emphasized the desirability of adhering to fixed principles and working with a single eye to the attainment of the ideals on which those principles were founded. "My ideal in this respect", he said, "is to see the postal servants first united in one organization, but



R. M. GUY,  
Dominion Vice-Pres., D. P. C. A.

in the meantime I am satisfied to co-operate with the postal workers in their present organizations on an honest understanding, leaving the ideal to work itself out in due course. I am further hoping to see the Civil Service of Canada formed into a united and compact organization devoted to the best interests of the Civil Service. Regardless of any other entanglements or affiliations that might be offered them, they should first solidify the sentiment of fraternity that naturally arises from common interests, and build up an organization consisting of all the civil servants of the country." He then went on to point out that an organization generally received justice in proportion to its strength, or its ability to obtain it; and that was why the bricklayer were able to say to the bosses, "We are satisfied to work for a dollar an hour." On the other hand, when employees became 100 per cent or-

ganized, the danger was that by failing to exercise good judgment and moderation in their demands they might forfeit the approval of public opinion, which was the ultimate determining factor. By perseverance in unity and by asking only for what they could defend before the people, their demands would be obtained. In this materialistic ideal he was supported, he said, by his conception of the higher ideals generally. He did not wish to see material advantages develop in such a way as to stunt the higher development. It was his dream that the world was destined to provide a living for all the people, and if everybody applied himself honestly to the task for only a few hours each day, the world would be filled with overwhelming abundance. In advancing along the path of material prosperity, one must always keep in mind the best interests of one's fellow-citizens. In conclusion he repeated his request that the Dominion Postal Clerks would recognize his organization as one of the Civil Service units now existing. He asked for no more, he said, but was prepared to wait and see—to let evolution take its course.

Delegate Blackeby asked: "What is the attitude of the Amalgamated Postal Workers towards the One Big Union?"

Mr. Sievertz replied: "The One Big Union concerns the Amalgamated Postal Workers in somewhat the same relationship as that of the Ancient Embalmers of Egypt to the Postal Clerks' Association." He pointed out that the Amalgamated Postal Workers were organized in September, 1918, whereas the One Big Union was not evolved until March, 1919, six months later. He was not saying anything either for or against the One Big Union, because he was not, and had not been, a member of it and did not understand its methods. "We may be drifting in that direction ourselves for all I know", he said, "but I will cross the stile when I come to it."

Mr. Crate explained, for the purpose of removing any possible misapprehension, that the strike-breakers who went West at the time of the Winnipeg strike did so without the approval of the eastern branches, and any of them who were members were expelled.

Mr. Sievertz desired on his part to make it clear that the question of strike-breaking had never been raised and his organization did not look upon the men sent out West as strike-breakers; for when the strike had not been won within the first week or ten days, it was foredoomed to failure and ought to have been called off.

It was moved by Vice-president Guy, seconded by Mr. Sparks, that a hearty vote of thanks be extended to the president of



the Amalgamated Postal Workers for his instructive and interesting address. The motion was carried unanimously.

On motion of Delegate Lamontagne the meeting adjourned until Wednesday morning at 9.30 o'clock.

#### MORNING SITTING

*Wednesday, March 24*

The meeting opened at 10 a.m.

The president suggested that the convention might adjourn after a brief sitting, in order to enable the various committees to meet and consider the matters referred to them; also to afford an opportunity to himself to arrange for the meeting with the Board of Hearing, and to other delegates to take up with the departmental officials any matters they desired to have adjusted.

The president read for the information of the delegates a memorandum by the Organization Branch of the Civil Service Commission, which was understood to be the last word of the experts regarding their contention that no changes should be made in the proposed salary schedules. He suggested that the whole convention might wish to attend the session of the Board of Hearing to be held next day; also that it might be advisable to appoint a small committee to wait on the Deputy Postmaster General and discuss with him the attitude of the Department regarding the lower salary schedules for the smaller offices.

Mr. Kane, of Kingston, doubted the wisdom or sending to the Deputy Postmaster General a delegation representing only the small offices. It might create the impression that the delegates differed among themselves. He thought the question might safely be left in the hands of the executive.

Mr. Jacques agreed that the interests of the smaller offices were safe in the hands of the executive, but considered that no one could present their case with more effect than themselves.

Mr. Guy considered it better to take up the matter with Dr. Roche, chairman of the Civil Service Commission, than to interview the Deputy Postmaster General, who, although sympathetic towards the employees, would be unable to alter the classification.

Delegate Hall thought that if, as was understood, Dr. Coulter had approved of the proposed distinction between the smaller and the larger offices, he ought to be interviewed.

The president strongly urged that the delegates representing the small offices ought at once to take the opportunity of seeing Dr. Coulter and making direct representations to him regarding their claims to remuneration on the same basis as the larger offices. It would be of little use, he

said, to interview Dr. Roche, the chairman of the Civil Service Commission, for his view must necessarily be that of the Organization Branch of the Commission, at least until the Board of Hearing had rendered a decision; but if they could convince the Deputy Postmaster General of the justice of their claims, his favourable opinion might help their case when it was presented to the Board of Hearing.

It was moved by Mr. Blackeby, seconded by Mr. Paquette, that a committee consisting of Messrs. King, of Kingston; Hartley, of Brantford, and Stewart, of Toronto, together with the members of the executive, interview Dr. Coulter on this subject.

Mr. Stewart did not think it was ever advisable to overlook the officials of the Department. He was a strong believer in the personal equation and considered that if a man had a fair case to present, he could accomplish more in one interview than by writing a hundred letters. He agreed that Delegate Kane might well have confidence in the executive committee, but if he were a member of the executive he would insist that representatives of the smaller offices accompany the delegation, for no one could present their own case better than themselves.

The motion was agreed to.

On motion of Mr. Sparks the meeting adjourned, to meet at 2 p.m. in front of the House of Commons, where a group photograph of the delegates was to be taken.

#### AFTERNOON SITTING

*Wednesday, March 24.*

The meeting was called to order at 2.45 p.m., the president in the chair.

The committee on finance and the committee on working conditions reported progress.

Delegate Kane was called upon to report for the special committee that had waited on Dr. Coulter, Deputy Postmaster General. He said that the committee had presented the case and received an excellent hearing from Dr. Coulter, who assured the deputation that his views were identical with theirs. Dr. Coulter said he had already made representations to the Civil Service Commission to the same effect, but had been meeting with stubborn opposition. The delegation were satisfied that the Department would uphold their interests to the fullest extent.

Delegate Hall said it must be a source of gratification to the convention that Dr. Coulter, contrary to what they had understood, held the same views as themselves, and when the matter came before the Board of Appeal, his support would doubtless be of great value.

Mr. Jacques explained how he had received the impression that the Department had approved of the discrimination against the small offices. It was because the memorandum of the Organization Branch of the Civil Service Commission distinctly stated that the Organization Branch and the Post Office Department were in accord on the new classification scheme, though not as to the remuneration. However, he was pleased to have been present at the interview with Dr. Coulter and to hear him declare that he was in perfect agreement with the delegates, even on this particular point.

Delegate Hartley expressed the thanks of the smaller offices and his personal gratitude for the manner in which the executive had presented their case, and his pleasure at the reception which had been accorded them.

The president announced that representatives of the Letter Carriers, the Amalgamated Postal Workers and possibly the Railway Mail Clerks had requested an opportunity to make representations before the Board of Hearing to-morrow, when the case of the postal clerks would be considered. This might be the cause of some embarrassment, he feared. The president suggested that it might be desirable for himself and Past President Jacques to see the chairman of the Board of Hearing immediately and discuss this matter with him. He also expressed some uncertainty as to the intended classification of postal clerks who were engaged on work which might be regarded as purely clerical, such as employees on the Accountant's staff, those engaged in looking after stamp supplies, etc. If, contrary to his interpretation, their work was to be classified as purely clerical, their case would be even worse than that of the money order clerks. This matter also might be taken up with the Board.

Mr. Lamontagne urged that an effort be made to obtain a prompt and definite answer from the Civil Service Commission. Mr. Hall said that the patience of the Ottawa clerks was about exhausted and he would like to be able soon to tell them something definite as to their standing.

Mr. Jacques explained the reason for the delay in announcing the classification of the postal clerks. When the Post Office Department schedules were before the Board of Hearing last fall the departmental officials, in reply to a question by Mr. Kearns, a member of the Board, stated that the schedules submitted by the Dominion Postal Clerks were undoubtedly better for the service than what had been proposed by the experts, and in consequence, at his suggestion, the whole mat-



ter had been referred to a sub-committee of the Board, whose report had not come to hand until the 10th instant. Mr. Jacques said he had been asked why the postal clerks were without information, while the Customs employees knew how they were classified. The answer was that the Customs employees had at once accepted the classification and passed resolutions endorsing it, but the postal clerks had found the classification unacceptable. Their case was now before the Board of Hearing and the decision could not be deferred much longer — not more than a month at the outside. They had lost nothing and might possibly obtain better terms by the delay.

Mr. Hall thought it would have been preferable to submit the schedule to the personnel of the service, even if it was not acceptable, in order that they might have an opportunity to see where they stood and might the better appreciate what the association was doing for them.

Mr. Lamontagne complained that the postal employees in Montreal were in the dark as to the classification. He protested strongly against the failure of the Government to grant relief to the employees, who were asking only a living wage. They had been put off for two years, and after all this delay they were now given about twenty-four hours to reply to a memorandum which it had taken five months to prepare. If the decision of the Board of Hearing should prove unfavourable, what then? Probably two more years of delay.

The secretary pointed out that the new salary schedules had not yet been applied to any part of the service. After all, it was the salary and not the designation of the position that mattered.

Before leaving the meeting, the president stated that as the vice-president was indisposed, it would be necessary to appoint a temporary chairman for the remainder of the sitting. It was moved by Mr. Blackeby, seconded by Mr. Hartley, that Mr. Guy occupy the chair. The motion was carried.

### Report of Committee on Resolutions and New Business

Mr. J. N. Meagher presented the report of the Committee on Resolutions and New Business.

It was moved by Mr. Hall, seconded by Mr. St. Cyr, that the report be considered clause by clause.—Carried.

Moved by Mr. Stewart, seconded by Mr. Gallagher, that in order to save time, the adoption of each recommendation as read shall be considered to have been moved by the chairman of the committee.—Carried.  
John Branch:

Clause 1.—Resolution submitted by St. John Branche:

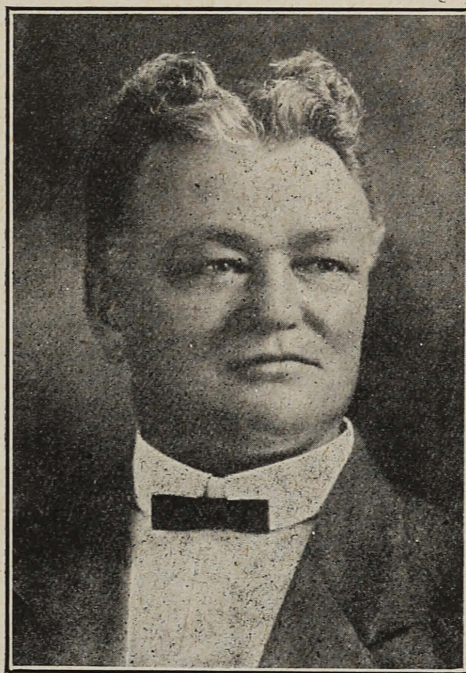
"That this convention instruct the in-

coming executive to take up with the Government Railway Commission the matter of one-way fare for members of the Postal Clerks' Association on the Government railways."

Your committee are in favour of this resolution with the additional words, "for the purpose of attending conventions".

Mr. Walsh, of St. John, said that civil servants were formerly granted one-way fare on Government roads, but when the railways were taken over by the commission this privilege had been stopped. He did not know why.

Mr. Stewart opposed the motion. The railways which the Government had taken over were in bad financial condition. He was in favour of public ownership, and for the present he did not think the Government lines should be handicapped by any



A. JACQUES,  
Ex-President, D. P. C. A.

action which would tend to reduce their revenue. The fact that on the Intercolonial passes used to be granted too freely was one of the things that had hindered the success of that line. The Board of Management of Government railways had practically eliminated the granting of passes.

Mr. Gallagher did not believe that the present Government or any other would suffer by acceding to the request. If it was considered good policy to grant the delegates leave of absence with pay in order that they might attend their convention, why could not the Government go a step further and allow delegates to travel at half fare over the Government roads? The concession was asked only for attendance

at conventions.

Mr. Walsh believed that any loss in revenue resulting from this concession would be more than offset by increased patronage.

Mr. Armstrong remarked that by obtaining one-way fare more of the smaller branches might be enabled to send delegates to conventions and the Government lines would thus gain to the extent of the one-way fare, which was so much better than nothing.

The secretary did not think it wise for the employees to ask for any concessions of this kind until they succeeded in their request for better salaries. However, if any request was presented, it should be for the general restoration of convention rates on Government-owned roads. If that were granted, the C. P. R. would follow suit.

It was moved by Mr. St. Cyr, seconded by Mr. Lamontagne, in accordance with the suggestion of the secretary, that the association ask the Government to restore the convention rates on Government-owned roads.

Mr. Crate felt that the association should concern itself with its own interests and not with the privileges to be granted the general public.

The amendment was negatived and the motion for the adoption of Clause 1 was carried.

Clause 2.—Resolution submitted by Brantford Branch:

(a) That the Dominion Postal Clerks' Association strongly urge the Government to grant to all of the postal employees a bonus of \$600 per annum, payable half monthly, and that no discrimination be made between married and single men.

(b) That the Dominion Postal Clerks' Association use whatever power it has at its command to obtain from the Government before this convention closes a definite salary schedule.

The committee are in favour of paragraph a in an amended form, substituting \$800 for \$600.

The committee recommend the deletion of paragraph b.

Mr. Sparks pointed out that under the present regulations the amount of salary received in excess of the maximum provided in the new schedule would be deducted from the bonus. For instance, a single man now receiving \$1,800 in a position whose maximum was \$1,260 would be allowed only \$60 out of a \$600 bonus.

Delegates Hall, Blackeby and Littlefield expressed the opinion that in view of the increase in cost of living the committee's recommendation was not unreasonable. Mr. Littlefield quoted statistics issued by



the Department of Labour showing that in 1914 the average cost of the weekly budget of staple foods for a family of five was \$7.75, and it had now risen to \$15.70 — an increase of over 100 per cent.

With regard to paragraph *b* of the Brantford resolution, Mr. Hartley declared that the feeling in his branch was running high and they expected the convention to take some action.

Mr. Meagher explained that the committee had thought it unnecessary to deal with this because the association would undoubtedly do all in its power to obtain a satisfactory schedule.

Secretary Green considered that an \$800 bonus on a \$600 salary would be out of proportion with the increase in cost of living. He advised that the matter be studied more carefully before action was taken. It was better, in his opinion, to ask for the equivalent in purchasing power of the 1914 salary rate, taking the Government's own figures as a basis.

Mr. Blackeby said the committee on working conditions was dealing with this same question in the manner suggested by the secretary.

Mr. Crate believed it was better to name a specific amount.

Mr. Gallagher did not think a bonus of \$800 added to any salary of less than \$1,000 would equal the cost of maintaining a wife and family. The Government, he said, had no scruples about granting salary increases in some cases amounting to \$1,000.

Mr. Walsh, while inclined to approve of the recommendation, thought the matter should receive fuller consideration. He therefore moved that the recommendation be referred back to the committee for further discussion. The motion was seconded by Mr. Kindelan.

The amendment to refer back the recommendation was negatived, and motion for adoption of the clause was carried.

*Clause 3.*—(Halifax)—That the working week consist of six days, the seventh being Sunday.

Your committee are of the opinion that six days should constitute a week's work.

Mr. Meagher said that, as a member of the Halifax branch, he had taken the responsibility of deleting an additional clause providing that "the clerks compelled to work on Sunday should be paid at the rate of time and one-half". They were quite satisfied with the six-day week and would let the question of overtime take care of itself.

Mr. Hall remarked that the committee on working conditions was also dealing with the same question.

Mr. Crate pointed out that care should

be taken to define the six-day week as instituting 44 and not 48 hours.

Mr. Way urged that the clause asking for time and a half for Sunday work should be included. In Hamilton, he said, there was a great deal of dissatisfaction regarding Sunday overtime. If obliged to work on Sunday, they were allowed only another day off.

Mr. Littlefield explained that according to the Department's interpretation the week commenced on Sunday morning and ended on Saturday night, and during that period a man must work 44 hours. Consequently any employee obliged to be on duty on Sunday was not working overtime.

Delegate Paquette contended that the week should extend from Monday till Saturday, and any Sunday work should be regarded as overtime.

Mr. St. Cyr mentioned that the committee on working conditions was dealing with a resolution declaring that Sunday work should not be included in the 44-hour week.

Mr. Stewart said his recollection of the agreement reached with the Government last year was that there must be one full day's rest in seven, but it was recognized that the nature of the duties to be performed made Sunday work necessary, and for this he did not think it advisable to ask for time and a half. In requesting concessions they must be moderate if the Department was to recognize that they were considering not merely their own interest, but also that of the service.

Mr. Lamontagne pointed out that the agreement provided for the payment of time and a half for Sunday and the overtime rate had been allowed for two months and then stopped, the Department issuing a circular declaring that Sunday was included in the working week.

The secretary held that the principle which the association was seeking to establish was that in the interest of his health a man should have one complete day's rest in seven, and that for the six working days he should earn sufficient to support himself and family.

Mr. Meagher pointed out that the resolution as it now stood did not involve the question of time and a half.

Mr. Gallagher read the departmental circular dealing with the understanding between the Government and the association, and added that the one question to be determined was whether the working week began on Sunday or on Monday.

On motion of Mr. Blackeby, seconded by Mr. Littlefield, this matter was laid on the table, to be considered when the committee on working conditions presented its report.

*Clause 4.*—(Halifax) "That seniority of temporary men be dated according to service in the event of their being made permanent by the reclassification."

Your committee recommend that this clause be concurred in.

The secretary asked whether the recommendation meant that temporary employees should be made permanent according to their seniority, or simply that seniority should be taken into consideration after they were permanently appointed.

Mr. Meagher said the resolution referred particularly to the body of temporary employees in the Halifax office who, it was understood, would be made permanent, not because of vacancies, but by the reclassification. It was anticipated that the entire temporary staff would be made permanent as of April 1, and in that case, it was considered, they should be granted seniority according to length of service.

Mr. Dumphey said the question of seniority in an office affected only such matters as holidays and was a purely local concern.

Mr. Littlefield held that the recognition of seniority of temporary service in the case of two employees appointed permanently on the same date would prevent the exercise of favouritism.

The secretary contended that such a case was already covered by the regulations.

Mr. Hall thought that the consideration of seniority in connection with appointments rather encroached on the principle of promotion by merit; for permanent appointment was in the nature of a promotion. He alleged that the female clerks enjoyed unfair advantages as to examinations, exemption from night work, freedom from responsibility, etc. As to the committee's recommendation he advised caution, because its adoption might give rise to difficulty regarding returned soldiers.

Mr. Sparks agreed with the secretary that when a number of employees were made permanent on the same date they were listed according to seniority in temporary service; but appointments to the permanent staff were not made according to length of temporary employment.

Mr. Willis cited the case of two returned soldiers to show that the regulations were not being uniformly enforced. One man, whose employment began on May 8, 1914, was granted leave of absence to go overseas, and in his return was appointed permanently as of October 1, 1919. Another man, who entered the postal service a few months later and subsequently went overseas, had his permanent appointment dated back to 1914.



It was moved by Mr. Lamontagne, seconded by Mr. Ste. Marie, that the association recommend that temporary employees be made permanent if qualified, that their permanency be dated from the time of their entering the service, and that they be granted seniority according to length of service.

Mr. Way pointed out that the committee's recommendation read, "In the event of their being made permanent"; therefore the question of female employees, which had been discussed, was not involved, because according to the latest rulings they could not be made permanent.

The amendment was negatived and the committee's recommendation adopted.

*Clause 5.—(Quebec)* "That the Government establish as soon as possible a uniform hand-to-hand transfer registration system in all the city post offices throughout the Dominion."

This recommendation is referred to the convention.

Mr. Littlefield said that the hand-to-hand system was not being carried out and there were numerous opportunities for any dishonest person working in the registration branch not only to steal, but to cast the onus on some honest clerk. If the registration clerk must assume responsibility, the Department should at least give him adequate protection. Mr. Littlefield moved that this matter be referred to the incoming executive to be taken up with the Post Office Department and adjusted. The motion was seconded by Delegate Hall.

The secretary thought the reason the system was not being carried out was that it was considered to be too expensive. Last year the Department had lost \$350,000 in the registration branch alone. He suggested adding to the motion a rider requesting the Department to consider the advisability of raising the registration fee, which in the United States was 10 cents.

The rider was added to the motion, as suggested.

Mr. Stewart thought the situation would be met if the Government could see the advisability of registering only matter prepaid at first-class rates. That would increase the revenue, at the same time reducing the volume. Registered letters were not expensive to handle; it was the parcel registration which was unprofitable.

At the suggestion of Mr. Stewart the following clause was added to the motion: "That the Government consider the advisability of registering only matter prepaid at first-class rates."

The motion as amended was agreed to.

*Clause 6.—(Quebec)* "That the Government give due consideration to a plan

of insurance to cover money packets accepted for transmission in the mails.

"We would point out that since it is the practice of accepting through the mails articles of value and considering the special treatment accorded to money packets when in transit.

"We are of opinion that if a plan of insurance were established considerable revenue for the Government would be derived therefrom."

Your committee recommend that this approval be not entertained.

Mr. Crate mentioned that one of the insurance companies had lost about \$65,000 on the parcels of the T. Eaton Company. The insurance companies, he said, were going to raise the rates.

Mr. Kindelan stated that the insurance companies charged a premium on money packets at the rate of 18 cents per \$1,000. He calculated that if the Government were to establish an insurance of their own at, say, 15 cents per \$1,000, the revenue from it in the city of Quebec alone would amount to at least \$20 a day, and in a large office like Montreal it would be probably six times that amount. The handling of money packages required the greatest care and attention on the part of the postal clerks, and yet the Department

received only the letter rate. The insurance companies were deriving the profit while the departmental employees were doing the work and the Department assuming a great share of the responsibility. He instanced the case of the Quebec bank robbery of last fall, the amount involved being about \$75,000, which was being transmitted through the mails by one bank alone. The money was subsequently recovered, but the investigation had cost the Department over \$5,000. There was, he said, a precedent for the Department undertaking an insurance business, as some years ago there had been in existence a scheme of insurance covering letters up to \$25.

Mr. Sparks said that an insurance scheme had been in effect some years ago, but was abandoned and left to private concerns, because the Government found it was not a paying proposition.

Mr. Kane thought the scheme previously in effect referred to parcels post, but not to money packages. The Kingston branch, he said, had considered this plan thoroughly, and as the Government was missing the large revenue which might be derived from this source, although its employees were performing the work and assuming the responsibility, he heartily



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endorsed the proposition presented by Mr. Kindelan.

Mr. Sparks said he had been alluding to the insurance which was dropped about fifteen years ago. It was not part of the parcels post regulations.

Mr. Walsh, of St. John, approved of the proposition submitted by Quebec. He felt sure that statistics would show that the losses occurring in the transmission of money packages through the mails were very small.

The committee's recommendation was negative, and the resolution submitted by the Quebec branch accepted.

*Clause 7.*—The Committee recommends that the communication from the Postmaster of Toronto with regard to a deduction of pay in the case of a post office employee who was on active service, be referred to the executive committee. It was moved in amendment by Mr. Crate, seconded by Mr. Gallagher, that this matter be referred to a special committee of which at least two returned soldiers should be members, and that the committee report back to the convention.—Carried.

The following committee was accordingly appointed: Messrs. Cantwell, Jacques, Stewart, Willis, and McKeen.

*Clause 8.*—The Committee recommends that the communication received from Delegate Willis with reference to the war service gratuity be referred to the convention.

It was moved in amendment by Mr. Crate, seconded by Mr. Hartley, that this matter be referred to the special committee appointed to deal with Clause 7. The amendment was agreed to.

*Clause 9.*—(Toronto) "Resolved that this convention do petition the Government of Canada to pass such legislation or make such regulations as will effect the payment of the cost of living bonus to superannuated members of the Civil Service and that they be paid the same bonus as those of the same class from which they were superannuated."

Your committee recommends that this be concurred in.

Delegate Blackeby stated that the granting of this request would not entail much expense to the Government, as it would apply to only a small number of men. The retirement allowance was insufficient. These men had to meet the increase in cost of living, just the same as other persons.

Delegate Stewart added that some of the banks, including, as he understood, the Bank of Montreal, had allowed superannuated employees to participate in the bonus given to the staff.

Secretary Green remarked that superannuated civil servants in Great Britain participated in the cost of living bonus, on a graduated scale.

The recommendation was adopted.

*Clause 10.*—(Toronto) "Resolved that the Government of Canada place a directory charge or fee of one cent on each article of mail matter addressed to a city where a letter carrier service is in force, which does not bear a street number, box number or General Delivery and in addition to this any article which requires a directory service."

Your committee recommends that this be concurred in.

Mr. Kane pointed out that in smaller cities, where firms and individuals are fairly well known, it would be a hardship to enforce such a rule.

Mr. Crate suggested that the resolution should make it clear that the proposed charge would apply only where a directory service was required.

Mr. Hall pointed out that much would depend on the intelligence of the clerk and in some instances a charge might be imposed for directory service where it was not really necessary.

Mr. Stewart instanced cases in which it was impossible to determine where the mail should be sent. For example, there were banks having two branches on the same street. If mail matter intended for a bank was misdirected or delayed, the clerk would be penalized or censured. There were a number of clerks at Toronto employed solely in searching for addresses. The Department was being put to expense and the business men were inconvenienced. The difficulty would adjust itself if the proposed fee were charged.

The clause was adopted.

*Clause 11.*—(Toronto) "That window envelopes, highly coloured envelopes such as red and green, and glazed post cards be abolished. Adopt U. S. A. regulations."

Your committee recommends that this be concurred in.

The recommendation was adopted.

*Clause 12.*—(Toronto) "That whereas at the 1918 convention of the Postal Clerks' Association of the Dominion of Canada it was decided to request the Department to revise the Official Postal Guide and to bring it up to date, we would respectfully request that if such revision has not been made of the Guide for 1920, it be made for 1921."

Your committee recommends that this be concurred in.

The resolution was adopted.

*Clause 13.*—(Toronto) "That the Government be respectfully urged to provide proper heating, lighting, sanitary

and ventilating conditions for the staff in every office and that working in basements be abolished."

Your committee recommends that this resolution be not concurred in.

The committee's recommendation was accepted.

*Clause 14.*—(Toronto) "That the question of temporary clerks being given their appointments be taken up at the convention and some action taken thereon."

Your committee recommends that this be deleted.

The committee's recommendation was accepted.

*Clause 15.*—(Toronto) "That this convention is in favour of the Government being petitioned by the C. S. Federation to allow a civil servant nominated annually by the C. S. Federation to sit on the C. S. Commission."

Your committee recommends that this be placed before the convention.

It was moved by Delegate Dumphey, seconded by Delegate McKeen, that the Dominion Postal Clerks' Association petition the Department to allow an executive officer of this association to sit on the Board of Hearing in the event of the said Board being made permanent.

Mr. Crate suggested that the association should petition the Government to allow a representative chosen at the annual convention to sit on the Civil Service Commission.

In reply to a question by Mr. Sparks, Mr. Meagher stated that the intention of the recommendation was that the representative of the association should sit on the Board only when Post Office affairs were being dealt with.

Mr. Blackeby explained that the desire was simply to continue permanently an arrangement similar to the present one, whereby the president of the association acted as a rotating member of the Board.

The committee's recommendation was agreed to.

*Clause 16.*—(Toronto) "That the convention again urge on the Government the question of removing the barrier at \$1,000 against clerks who are already in the service."

Your committee recommends that this be deleted.

Mr. Meagher explained that the reason for recommending the deletion of this clause was that the recent Order-in-Council was understood to cover the ground.

The committee's recommendation was adopted.

*Clause 17.*—(Toronto) "This Association do very strongly urge upon the Department the necessity of returning, through the Dead Letter Office, all art-



icles of mailable matter other than newspapers which do not bear as part of the address a street number, a room number in a specified building, a post office box number, general delivery or addressed to some well known firm or institution, or care of such firm or institution, provided, however, that where the sender's address is given the letter or article should be returned direct, subject to regulations governing collect charges."

Your committee recommends that this be deleted.

The recommendation of the committee was concurred in.

*Clause 18.*—(Toronto) "This Association recommends to the Department that examination papers, showing marks obtained, be returned to the examinee in case of failure. We consider that in practice this would work to the advantage of the clerk and the Department, for under the present system the examinee is oftentimes at a loss to know where he dropped points and therefore cannot correct his mistake. Many an argument on the correct interpretation of certain clauses in the Guide has in the past been submitted to the Department for a ruling, which proves that a clerk, however much he studies, can never be sure. From an educational standpoint the return of examination papers is very much to be desired, for a clerk is a student during his whole period of service. Examination papers could be returned in bulk to the postmasters for distribution."

Your committee recommends that the Department be asked to concur.

Delegate Blackeby moved that as the committee on working conditions was dealing with this question, consideration of it should be deferred. The motion was seconded by Mr. Hall and concurred in.

On motion of Mr. Lamontagne the meeting adjourned until 8 p.m.

## EVENING SITTING

*Wednesday, March 24.*

The meeting opened at 8.30 p.m., President Cantwell in the chair.

The convention resumed consideration of the report of the committee on resolutions and new business.

*Clause 19.*—(Toronto) "That the Government be petitioned to introduce the system of Whitley Councils."

Your committee recommends the adoption of this clause.

The recommendation was agreed to.

*Clause 20.*—(Toronto) "That the Government be petitioned to give temporary men their permanent appointment after six months' service, provided their services are satisfactory."

Your committee submits this clause to the convention without recommendation.

Mr. Littlefield did not think a temporary employee entitled to permanent appointment unless properly qualified.

Mr. Blackeby suggested the addition of the words, "When there is a vacancy."

Delegate Willis said the subject was one of particular interest to returned soldiers. They felt that after having served their country, if they proved themselves efficient in the performance of their office duties, they should be made permanent instead of being released after six or seven months' employment and replaced by inexperienced, inefficient men. This recommendation, he said, had the support of practically all the Great War Veterans.

Mr. Stewart expressed his personal good wishes towards the returned men, but doubted whether it would be wise for the association to ask for any relaxation of the qualifications even for them. The question, he thought, was rather one between the returned soldiers who were qualified for appointment and those who were not.

Mr. Littlefield, while sympathizing with the returned soldiers, did not think it in the best interests of the service for the Department to appoint anyone not possessing the proper qualifications. It would lower the standard of the service, and the duties of unqualified persons would fall heavily upon other members of the staff.

It was moved by Mr. Blackeby, seconded by Mr. Kane, that this matter be referred to the special committee already appointed to deal with matters affecting the interests of returned soldiers.

Mr. Meagher suggested as a compromise that returned men might be appointed after an examination regarding duties of office. There was a precedent for this in the fact that the soldier who had been on home guard duty and possessed a preliminary certificate was allowed to pass the \$1,000 barrier, because, while he was in the army he presumably had had no time to study.

Mr. Lamontagne pointed out that the wording of the recommendation referred not only to the returned soldier, but to any temporary employee. In Montreal there were some clerks who had been employed for the past three years, but had not yet secured a permanent appointment.

It was moved by Delegate Willis, seconded by Delegate McKeen, that the words "returned soldiers" be substituted for "temporary men"; but this motion was ruled out of order.

The motion to refer the question to the special committee was agreed to, Del-

egate Lamontagne dissenting.

*Clause 21.*—(Toronto) "That this convention insist that the circular issued by the Chief Post Office Superintendent re statutory holidays be confirmed and that it be adopted."

Your committee recommends the deletion of this clause.

The chairman pointed out that a matter of this kind should not come before the convention at all. In the case of a difference of opinion as to the meaning of a circular, the proper procedure was simply to inquire of the Department what was the proper interpretation.

The committee's recommendation was adopted.

*Clause 22.*—(Toronto) "That this convention take up the one-number system of registration with the view of having it adopted."

Your committee recommends that this clause be left to the convention.

Delegate Stewart stated that when a registered article bore several different numbers it became exceedingly difficult to trace it. Under the British system every post office was supplied with a series of tags, each having the name of the office and a serial number printed on it, and any piece of registered mail matter carried only that number until it reached its destination. The Post Office Department had this system under consideration two years ago, he said, but he had not heard whether any action had been taken.

The various advantages of the one-number system were explained by several of the delegates, who strongly advocated its adoption.

Mr. Kindelan commended the hand-to-hand transfer system now used in Quebec.

In the course of further discussion the president said he had experienced the difficulty involved in tracing registered matter because it was not delivered under the original number; and a similar difficulty obtained in the case of Acknowledgment of Receipt forms. In fact the registration system was in need of complete revision. Some years ago the Postmaster General and Deputy Postmaster General of the United States set about the improvement of their registration system by inviting sixty practical post office men to a conference at Washington. They were told to stay as long as they liked, and to provide the United States with a suitable registration system. Mr. Cantwell thought the whole question of registration might well be taken up constructively with the Department. If time permitted, it might be advisable to have a committee, composed of registration clerks, prepare a report reciting the difficulties of the present system and the improvements necessary.



For instance, he considered the registration charge of 5 cents a ridiculous one. The rate in the United States was 10 cents. The Post Office Department of Canada was losing thousands of dollars yearly on the registration business. As to Acknowledgment of Receipt forms, there was often a delay of two or three weeks before the sender of a registered letter received particulars of delivery.

Mr. Carrothers, of London, attributed such delays to the fact that a single tracer, following a letter on which only 5 cents had been paid, had to pass through the hands of five or six inspectors.

In reply the president pointed out that a very good purpose was being served, in that errors were located which might otherwise never come to light, and the service was thus kept up to a certain standard of efficiency. But the proper system was to raise the registration fee and to send out an Acknowledgment of Receipt form with every letter.

At the suggestion of the chair, it was moved by Mr. Blackeby, seconded by Mr. Stewart, that this matter be referred to a special committee for the purpose of drafting a resolution, for transmission to the Department, outlining the advantages of the one-number system and the necessity of adopting it, or at least some improvement on the present methods of handling registered matter.

It was moved in amendment by Mr. Jacques, seconded by Mr. Sparks, that a committee of two members be appointed to make a special study of the one-number system and other questions affecting registration, and, to present some definite recommendation to the next convention.

Mr. Willis deemed it unfair to impose so heavy a task upon any two members.

Mr. Jacques said if it was desired simply to call the Department's attention to the advisability of studying the question, he was willing to withdraw his amendment; but if it was intended to submit some well-considered scheme, it would take considerable time and study.

Mr. Blackeby believed the main purpose was to point out to the Department that the present registration system was too complicated and permitted of too many mistakes. It was not the intention to cover the whole ground at present, but simply to suggest a few of the defects.

Mr. Gallagher believed it would be well to adopt both plans; that is, to call the attention of the Department to the defects of the present system, and also to appoint a committee to study the question and report at next convention.

Mr. Hall suggested that the matter be brought to the attention of the Department, but that before taking further action the association should wait until the Department had signified its interest in the question.

Mr. Stewart explained that his idea in having this question placed on the agenda was simply to have the convention endorse the suggestion that the Post Office Department knew perfectly well what the system was, for they had it under consideration two years ago. He desired simply to point out that they were not putting it into effect.

The amendment was withdrawn, and the motion for the appointment of a special committee was adopted.

*Clause 23.*—"That this convention petition the Government that when any member of our Association is called before any higher official for examination, he be given the right to have two executive officers present during the investigation."

The committee recommends that this clause be concurred in.

Mr. Jacques interpreted the word "examination" as meaning a special investigation, such as is made when a registered letter has been stolen or has disappeared. He maintained that the association would not be justified in asking that a third person be present when any employee connected with the case was being questioned. The presence of a third party might prevent a proper investigation.

Mr. Stewart, of Toronto, related several concrete cases to show that the accused had suffered injustice which might



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not have occurred if a third party had been present.

Mr. Jacques claimed that in the cases cited the investigator did not perform his duties properly. The fact that a man had to be examined should not imply that he was accused of being a thief. The moment a man was so accused, he had the undoubted right to be represented by counsel. It was in the interests of all the postal employees that investigations be made, although unfortunately they were not always conducted by persons properly qualified. He maintained that if a third person were present, it would be impossible in about fifty per cent of the cases to discover the guilty parties and thus clear honest employees of the charge of carelessness, or even the suspicion of guilt.

The president pointed out, in support of Mr. Jacques's contention, that in many cases it was a dishonest person who was under investigation. He cited an instance to show how difficult it would be to ascertain the facts if a third person were present.

Delegate Littlefield asked if it was the policy of the inspectors, in any case where they had no direct evidence, to put a suspected person through the "third degree", in the hope that he would confess. In reply Mr. Jacques stated that each case must be dealt with on its merits, and investigations could not be conducted effectively, and innocent persons might suffer, unless the inspector were free to decide what method to follow.

Mr. Blackeby said that after hearing the arguments presented by Mr. Jacques he was convinced it would be inadvisable to insist on having a third person in attendance at the investigation; the examination was evidently a necessary evil.

Delegates Gallagher and Crate related from personal experience some instances of unfair methods of investigation.

Mr. Carrothers stated that after thirty years' experience he had not the slightest complaint to make against the inspectors; his only objection was the delay in bringing cases of loss or theft to the attention of the clerks concerned. If inquiries were made more promptly, when their memory was fresh, they could give more lucid explanations.

Mr. Hall pointed out that if the special investigation was to be held immediately, it would necessitate the examination of several clerks; whereas by waiting until the case was better sifted, it became unnecessary to examine more than one or two persons.

The convention divided on the motion for concurrence in the recommendation: yeas, 14; nays, 14.

The president gave his casting vote and declared the motion lost.

On motion of Mr. Kindelan the meeting adjourned until 9 o'clock Thursday morning.

#### MORNING SITTING

*Thursday, March 25.*

The meeting was called to order at 9.45 a.m., President Cantwell in the chair.

The president asked the convention to decide upon the manner in which the case of the postal clerks should be presented at the session of the Board of Hearing and Recommendation, to be held at eleven o'clock. He suggested that only a certain number of speakers, selected by the meeting, should address the Board.

It was moved by Mr. Blackeby, seconded by Mr. Guy, that President Cantwell, Past President Jacques, and Messrs. Stewart and Kane, in the order mentioned present the case before the Board of Hearing, and that any other member who afterwards desired to address the Board could do so.

Mr. Guy emphasized the need for impressing upon the Board the fact that the membership would not be satisfied with a maximum salary lower than \$1,800.

The president pointed out that the Board of Hearing could hardly be expected to announce its decision at once.

In the course of further discussion it was agreed that any member wishing to speak after the selected representatives had presented the case, should make his remarks as brief as possible. It was also declared, with emphasis, that the offer which the executive of the association had made, to accept a maximum of \$1,680, was only a compromise, and that any lesser maximum was not acceptable.

The motion was agreed to.

On motion of Mr. Kindelan the meeting adjourned to attend a session of the Board of Hearing and Recommendation.

#### MORNING SITTING

*Friday, March 26.*

The meeting opened at 10.15 a.m., President Cantwell in the chair.

It was moved by Mr. Stewart, seconded by Mr. Littlefield, that a committee be appointed to consider the business still before the convention and to select such matters as should be given precedence. The motion was adopted.

The chair named as a committee the members of the executive and the chairmen of the various committees already appointed.

On motion of Mr. Kindelan the convention took recess to enable this committee on agenda to meet.

After recess, the president reported that the agenda committee had made a survey of the matters to come before the con-

vention and had agreed to recommend the elimination of many matters that had been referred to the respective committees. It was recommended that the following questions be given precedence: (1) affiliation with labour; (2) superannuation; (3) relations with the Amalgamated Postal Workers; (4) extension of the weekly half holiday to a period of eleven full months; (5) provision of cages for clerks handling money and other valuable matter; (6) Civil Service Insurance; (7) revision of the bonus regulations to provide for the restoration of the pre-war purchasing power of salaries; (8) the deferred question of one full day's rest in seven.

It was moved by Mr. Guy, seconded by Mr. McKeen, that the question of affiliation with labour be the first order of business at the afternoon session.

Mr. Stewart pointed out that in view of the great importance of this question, it was desirable that there be a full attendance at the opening of the afternoon session, in order that the vote to be taken might show clearly the feeling of the whole convention.

The motion was agreed to.

On motion of Delegate Hall, the meeting adjourned until 2 p.m.

#### AFTERNOON SITTING

*Friday, March 26.*

The meeting was called to order at 2.30 p.m., President Cantwell in the chair.

On a question of privilege, Mr. Dumphey called to the attention of the meeting a report appearing in the morning newspapers regarding the speech made by Dr. Roche, chairman of the Civil Service Commission, at the association's banquet on Thursday evening. The report quoted Dr. Roche as stating that the members of the service were heartily in favour of the proposed classification, for they had requested that it be dated back to April, 1919. Mr. Dumphey moved, that this convention instruct our press committee to deny the statement that we are heartily in accord with the proposed classification. He said that at the time the request was made to have the reclassification ante-dated, the Dominion Postal Clerks, not knowing how they were classified, were under the mistaken impression that they were to derive some advantage.

The secretary announced that the information furnished by the press committee for publication in the afternoon papers would show that the association was utterly opposed to the classification in its present form.

The president pointed out that the remarks of the chairman of the Civil Service Commission did not refer specially to the postal service, and in any case the



association need not assume responsibility for any statements that Dr. Roche might make, and were not pledged by such statements to accept the classification.

Mr. Guy contradicted Dr. Roche's statement that when United States civil servants asked to have their bonus doubled, they were deprived of the bonus altogether. The fact was, said Mr. Guy, that the United States House of Representatives had revoked the bonus of \$240 for the current year.

The motion was withdrawn.

The convention proceeded to consider the question of affiliation with labour.

The secretary announced the result of the referendum on the question as follows:

Total votes recorded in favour of affiliation . . . . .	1,107
Total votes recorded against affiliation . . . . .	765
Spoiled ballots . . . . .	11

The secretary reported that the results of the vote at Charlottetown, P.E.I., Fredericton, N.B., and London, Ont., had not been sent in.

Delegate Carrothers, of London, reported that his branch had voted approximately 50 for and 10 against.

Mr. Meagher, of Halifax, raised the point that the referendum was not justified. He did not think the last vote was endorsed by the previous convention. Several delegates dissented from this view.

It was moved by Mr. Littlefield that the Dominion Postal Clerks' Association apply to the Trades and Labour Congress of Canada for charter. The motion was seconded by Delegate Willis.

Mr. Kindelan questioned whether the referendum had been carried out properly in accordance with the instructions of the last convention. He asked if every member of the organization, regardless of what branch he belonged to, had had the opportunity to vote on the proposition.

The secretary answered that he had issued a circular asking that this vote be taken in accordance with the recommendation of the executive committee, which met in Montreal on September 15. He stated that the vote to which Mr. Kindelan referred was ordered by the previous convention, but had been deferred by the action of the executive at a meeting held in Ottawa during the strike of May last. The secretary explained that one or two branches had not taken the vote properly, but he had in each case referred it back, and it was subsequently carried out in accordance with instructions.

Mr. Crate pointed out that in view of the result of the referendum, the association could take no other course than to

apply for affiliation with the Trade and Labour Congress.

The president asked the convention to decide whether it was advisable or not to announce the intended affiliation with labour while the classification question was *sub judice*. Would it give the impression that the association intended taking some drastic action in order to enforce what it regarded as a reasonable request?

Mr. Stewart wished to remove any existing misapprehension that affiliation with labour was equivalent to going on strike. In his opinion affiliation was the surest way to avoid a strike, the whole tendency of organized labour being in favour of the establishment of Boards of Conciliation. The meaning of the vote, in his opinion, was that the association desired the powerful influence of the Trades and Labour Congress in endeavouring to have the Government treat them as the Government advocated that labour should be treated by other employers. A Board of Conciliation should be granted where necessary. He suggested the advisability of arranging an interview with Dr. Roche, chairman of the Civil Service Commission, for the purpose of removing possible misunderstanding existing on both sides. He advised that the proposed affiliation be frankly published at once.

Vice-president Elsam said he was thoroughly in favour of the association asking to become affiliated with the Trades and Labour Congress and of announcing that fact the moment they had done so.

Mr. Crate concurred absolutely in the views expressed by delegate Stewart. He considered that the best policy to pursue was one of straightforwardness and openness, and the decision to apply for affiliation with labour should be immediately made known to the Civil Service Commission.

Mr. Meagher asked what was to become of the autonomy of the branches of the association who had voted against affiliation. He urged the convention to consider seriously the disaffection which might ensue.

Mr. Hall believed that in branches where the advantages of affiliation had been thoroughly explained, the membership had voted almost unanimously in favour of it.

Mr. Kane asserted that one of the principles of responsible government was that the majority rules. He did not think the minority would take exception to the association following the course which had been laid down by the majority.

Mr. Lamontagne, speaking for the Montreal branch, stated that they had been considering this question for the past three years, and they had voted against

affiliation, not because they believed it would mean a strike, but because the Trades and Labour Congress was affiliated with the international unions. They considered it preferable to open up negotiations for the purpose of affiliating with other associations of clerks. But the majority of the association had decided otherwise, and the decision of the majority would be accepted. He felt, however, that as suggested by Mr. Meagher, the branches of the association should preserve their autonomy.

It was pointed out by Delegate Littlefield that, if in actual experience the union should prove to be disadvantageous, the association was not bound forever to remain affiliated. Delegates Willis, Dumphrey, Hartly and Armstrong advocated the proposed step, and appealed for united action. Mr. Kindelan declared that he was in the minority, which was unfavourable to affiliation; it was evident that the proposal would be adopted, and in that event he thought the application for a charter should be made at once, before any restriction was placed in the way.

The secretary remarked that each branch of the Dominion Postal Clerks' Association would retain its autonomy as a branch, and, if the association was affiliated with the Trades and Labour Congress, the per capita tax would probably be paid, not by the various branches, but directly by the association as a whole.

Mr. Jacques declared his intention to vote for the motion, not as representing the Montreal branch, but because it was obviously the wish of the majority that the association should affiliate with labour. As to announcing the association's intention to affiliate, he was in favour of the president's suggestion that the matter be left to the discretion of the executive. It was not always wise, he said, to lay all one's cards on the table.

Mr. Crate suggested that the time of announcing the decision be considered as a separate question.

Mr. Meagher explained that the Halifax branch had for two years voted absolutely against affiliation with labour, but this year reversed its decision, not so much on the issue itself, as with regard to certain local conditions. In referring to the question of autonomy he had had in mind the possibility of the Halifax branch changing back to its former attitude. Personally, if the association saw fit to apply for affiliation, he would submit to the wishes of the majority.

At the suggestion of the president, and on motion of Delegates Littlefield and Gallagher, the following resolution was substituted for the original motion:

"Inasmuch as the association has consistently supported the idea of the appli-



cation of the principle of Whitley Councils in the operation of the Civil Service of Canada, and inasmuch as we have consistently agitated for a board of arbitration and conciliation to deal with Civil Service grievances, which has not yet been conceded, and in further view of the fact that we believe the enactment of legislation along these lines is in the best interests of the operation of the Postal Service, the greatest public utility yet involved, and in further view of the fact that the Dominion Trades and Labour Congress of Canada has consistently supported these reforms, be it therefore resolved that this association do promulgate and put into effect the expressed will of the membership of our association by affiliating with the Dominion Trades and Labour Congress of Canada."

Mr. Kindelan asked that the yeas and nays be recorded.

The motion was carried on the following division:

	Yeas.	Nays.
H. J. Hartley, Brantford . . . .	1	
A. Wooding, Brockville . . . .	1	
R. M. Guy, Hamilton . . . . .	2	
W. J. Way, Hamilton . . . . .	1	
Jas. F. Kane, Kingston . . . . .	2	
A. Carrothers, London . . . . .	2	
E. F. Littlefield, Ottawa . . . .	1	
R. E. Hall, Ottawa . . . . .	1	
F. R. Sparks, Toronto . . . . .	1	
H. E. White, Peterborough . . .	1	
T. B. Armstrong, Toronto . . . .	2	
A. E. Blackeby, Toronto . . . . .	2	
A. E. Crate, Toronto . . . . .	2	
H. M. Dumphey, Toronto . . . . .	2	
W. P. Falvey, Toronto . . . . .	2	
W. J. Gallagher, Toronto . . . .	3	
E. M. Stewart, Toronto . . . . .	2	
E. D. Willis, Toronto . . . . .	2	
H. E. Patrick, St. Catharines . .	1	
A. W. J. Gignac, Windsor . . . .	1	
A. Jacques, Montreal . . . . .	1	
D. Mackeen, Sydney . . . . .	1	
T. F. Walsh, St. John . . . . .	1	
W. J. Cantwell, Ottawa . . . . .	1	
T. R. Elsam, Toronto . . . . .	1	
J. W. Green, Winnipeg . . . . .	1	
E. Lamontagne, Montreal . . . .	2	
A. Leduc, Montreal . . . . .	2	
J. A. Paquette, Montreal . . . .	2	
J. St. Marie, Montreal . . . . .	1	
F. E. Kindelan, Quebec . . . . .	2	
L. N. Santerre, Quebec . . . . .	1	
J. N. Meagher, Halifax . . . . .	3	
	38	13

C. Kavanagh	Absent
G. B. Dawson	"
Thos. Burnett	"
J. A. St. Cyr.	

It was moved by Mr. Lamontagne, seconded by Mr. Paquette, and carried unan-

imously, that the association make immediate application for affiliation with the Trades and Labour Congress of Canada.

It was moved by Mr. Crate, seconded by Mr. Hartley, that the announcement of the association's intention to apply for affiliation with the Trades and Labour Congress be given publicly immediately. The motion was adopted.

The convention then proceeded to consider the attitude to be adopted toward the Amalgamated Postal Workers of Western Canada.

The propositions submitted by the Amalgamated Association were considered seriatim.

Delegates Crate, Jacques, Blackeby and Willis in turn expressed disapproval of the Dominion Postal Clerks' Association pledging itself not to encourage or countenance any attempt at reviving or establishing branches in the West.

It was moved by Secretary Green that the president of the Amalgamated Postal Workers of Western Canada be notified by the incoming secretary of this organization that the Dominion Postal Clerks' Association had given careful consideration to the matters submitted and had come to the conclusion that, as acceptance of any one of the clauses involved concurrence in all, it would not agree to the proposals. The motion was seconded by Mr. Willis.

Mr. Sparks did not think the Postal Clerks' Association could go further than to agree to co-operate with the Amalgamated Postal Workers in presenting to the Government, the Department, or the Civil Service Commission, any matters affecting the interests of postal clerks only.

Mr. Guy said he was in receipt of word from the West to the effect that all the clerks in Edmonton Post Office had withdrawn from the Amalgamated Association, and others in the West were contemplating similar action.

It was moved by Mr. Willis, seconded by Mr. Blackeby, that the secretary of the Dominion Postal Clerks' Association be instructed to take steps looking towards the formation of branches in the larger cities of the West.

Mr. Stewart disagreed with this proposal, which he did not think would make for the betterment of the service. He considered it was more appropriate and wiser to wait for those who had broken away to manifest a desire to return. Besides, the offer of Mr. Sievertz had been made and received in a friendly spirit. The association could afford to wait, and would obtain better results by so doing.

Mr. Lamontagne favoured the motion of Delegate Willis. He expressed the

opinion that, in view of the information given by Mr. Guy, more satisfactory results could be obtained by the organization working among the western clerks than by waiting for them to take the initiative.

Mr. Hall agreed with Delegate Stewart that the association should leave it to the western clerks themselves to make the first move. The secretary expressed a similar view.

The motion was withdrawn.

### Report of Committee on Resolutions and New Business

The convention then resumed consideration of the report of the committee on resolutions and new business.

*Clause 24.*—"That the elimination of the weekly half holiday during the Christmas period be confined to four weeks only, instead of covering a period of six weeks."

Your committee recommends concurrence in this clause.

It was moved by Mr. Sparks, seconded by Mr. McKeen, that the Department be asked to amend the existing regulations so as to provide that the suspension of the Saturday half holiday during a period of six weeks be reduced to four weeks.

The motion was adopted.

*Clause 25.*—"That clerks handling money or acting as cashiers be given the protection of teller cages."

Your committee recommends concurrence.

On motion of Mr. Kindelan, seconded by Mr. Lamontagne, this resolution was concurred in.

*Clause 26.*—"That this convention go on record as recommending to their members the scheme of Government insurance."

Your committee recommends that this clause be concurred in.

This clause was concurred in on the motion of Mr. St. Cyr, seconded by Mr. Leduc.

### Report of Committee on Working Conditions.

The convention proceeded to consider the recommendations from the committee on working conditions.

The secretary read the following resolution:

"Whereas, in view of the intricacy involved in the present system of paying to civil servants a cost of living allowance and the unjustifiable sur-tax which such system places on all salaries of \$1,200 per annum and over, also on all such persons as are classified as not being heads of households within the meaning of the regulations governing the distribution of the said allowance, and



Whereas, the system of decreasing the amount of said allowance on salaries of \$1,200 per annum and over nullifies, to a considerable extent, monetary recognition of efficiency and long service, as provided for in the statutes, thereby defeating in part the intention of the Civil Service Act, and

Whereas it has been found that the amount of relief provided for civil servants by such cost of living allowance is totally inadequate to meet the enormous increase in the cost of the actual necessities of life.

Therefore, be it resolved that this association petition the Government for such adjustment of all salaries as will restore the purchasing power of these salaries in August, 1914, and for the purpose of this claim the Government's figures as published in the Labour Gazette shall be regarded as the basis".

Mr. Crate objected to the present motion as being in conflict with the motion already passed.

The president explained that the committee on agenda had concluded, after careful consideration, that a mistake had been made by the convention in adopting the previous motion specifying a definite amount of bonus.

It was moved by Mr. Kindelan, seconded by Mr. Hall, that the motion already passed by the convention, asking that the bonus be made \$800, be rescinded. The motion to rescind was carried.

In a further discussion of the question it was agreed that the resolution should request a bonus sufficient to cover the difference between the normal and the present abnormal cost of living, and that the association should co-operate in this respect with other Civil Service organizations. At the suggestion of the president, the following resolution was moved by Mr. Carrothers, seconded by Mr. Falvey, in substitution for the original motion:

"That the executive co-operate with other Civil Service organizations with a view to a revision of the existing war bonus regulations so as to provide that the new bonus shall represent the actual difference between the normal and abnormal cost of living and that there shall be no discrimination in its application."

This motion was adopted.

Clause 2.—"That this Association is opposed to having Sunday work included in the 44-hour week, and asks that employees be paid in cash for the time worked on Sunday at the rate of time and a half; and that the amount be paid for a full day irrespective of number of hours worked."

Your committee recommends the adoption of this resolution.

It was moved by Mr. Blackeby, seconded by Mr. Armstrong, that this recommendation be concurred in.

Delegate Leduc remarked that there were two propositions contained in the resolution and they should be dealt with separately. He moved in amendment that this association ask that the week be considered to start on Monday and end on Saturday, and that 44 hours shall constitute a working week. The motion was seconded by Delegate Ste. Marie.

Mr. Stewart said it was impracticable to avoid Sunday work, but the association had obtained a six-day week and had reduced the overtime to a minimum. He feared that, if time and a half were asked for work done on Sundays, there would be a corresponding deduction made for time lost, and such deduction was not desirable.

The president pointed out that the Post Office Department was about the only service working a 44-hour week. The association was asking the Government for higher salaries because of certain difficulties and disabilities under which postal clerks were working, and the removal of these would deprive them of one of their best arguments for special consideration.

The motion and the amendment were withdrawn, and on motion of Mr. Armstrong, seconded by Mr. Hall, this matter was referred to the executive, to be left in abeyance until the salary schedules have been disposed of.

### Report of Committee on Matters Concerning Returned Soldiers

Mr. Jacques submitted the report of the special committee to which were referred several questions affecting the interests of returned soldiers.

On the proposed resolution, submitted by Delegate Willis:

"That all returned soldier civil servants be given permanent appointment after six months' satisfactory temporary service, without being required to pass any civil service examination."

Mr. Jacques stated that last year the executive had taken up with the chairman of the Civil Service Commission this same question, also the matter of preference to returned soldiers in promotions, and had learned that the Commission was not favourable.

The president pointed out that the effect of this resolution might be to discriminate, because of one month's difference in seniority, in favour of one person against another who was better qualified.

Mr. Willis urged the adoption of the resolution on the ground that the sacrifices made by the soldiers on behalf of those who remained at home entitled them to special treatment.

The secretary said the question was whether they would allow their sympathies with the returned men to take priority over the interests of the Postal Service and those of the general public.

It was moved by Mr. Sparks that, in the interest of efficiency and in view also of the fact that to adopt the proposal would be to discriminate in favour of unqualified returned soldiers and against returned soldiers who were qualified, this suggestion be not entertained. The motion was seconded by Delegate Littlefield, and was adopted.

Mr. Jacques then submitted a communication from the postmaster of Toronto regarding leave of absence granted to an employee to enable him to take a course of training under the Soldiers' Civil Re-establishment scheme, the leave having been granted on the understanding that, if his turn came to be let out during the time he was absent, there would be no vacancy for him at the expiration of his leave.

Mr. Jacques did not think this was a matter requiring action by the convention, the employee having accepted the condition.

Mr. Willis cited a contrary case — that of a temporary employee, a returned soldier, who obtained six months' leave of absence in order to take the S. C. R. course in preparation for the qualifying examination, and who was given the specific assurance that his position would be available at the end of his six months' leave.

On motion of Mr. Blackeby, seconded by Mr. Wooding, this matter was referred to a special committee composed of Messrs. Jacques, Kane, and Willis, to be taken up with Mr. Northrup, Superintendent of the Staff Branch; the committee to report back to the convention.

Mr. Jacques submitted a communication stating: "Under the regulations of the Civil Service Commission the preliminary examination taken after May 24, 1918, is not sufficient to qualify you for permanent appointment to the clerical staff, and as you passed the preliminary examination after that date, it will be necessary for you to pass the examination for Grade C, Second Division, before you can be eligible for permanent appointment."

While it was felt that the convention could take no action in the matter, it was decided, on motion of Mr. Walsh, seconded by Mr. Littlefield, that this matter should be discussed with Mr. Northrup by the special committee appointed to wait on him.

Mr. Frank Grierson, past president of the Civil Service Federation of Canada, was invited to address the meeting. He said that experience had convinced him



that Dominion-wide organization ought to abandon the amateur method of doing business. It was not fair, either to the officers or the association, to expect the executive work to be carried on by men who had to sacrifice their spare time after office hours. In view of the increasing number of problems to be dealt with, it was desirable to adopt the professional method, that of providing the executive officer with a salary sufficient to enable him to devote his whole time to the work. The president of the United States Postal Clerks' Association had resigned from the Postal Service and received from his organization a salary of \$4,000, and the secretary received \$3,000. A similar method had been adopted by the Railway Mail Clerks and the Federal Employees' Association of the United States.

Mr. Grierson then spoke of the efforts being made by members of both political parties for the abolition of the Civil Service Commission and the re-introduction of the patronage system. There was much work to do besides dealing with such important questions as working conditions, classification, Whitley Councils, appeal boards, superannuation, etc. He referred in complimentary terms to the importance and efficiency of the Postal Service. He was much interested, he said, in the efforts being made to reunite the postal clerks of the East and the West. In conclusion he expressed his best wishes for the success of the association.

On motion of Mr. Lamontagne the meeting adjourned until 8 p.m.

#### EVENING SITTING

*Friday, March 26.*

The meeting opened at 8.30 p.m., President Cantwell in the chair.

The convention resumed consideration of the report of the special committee to which had been referred several matters affecting the interests of returned soldiers.

Mr. Jacques, for the committee, submitted the case of a soldier, a civil servant, whose wife had been refused the war service gratuity.

On motion of Delegate Blackeby, seconded by Delegate Armstrong, this matter was referred to the special committee appointed to wait on the Superintendent of the Staff Branch.

The next communication was a letter from a postmaster stating: "I beg to inform you that I am to-day in receipt of a letter from the Department to the effect that you received military pay at the rate of \$1.70 per day from March 25, 1916, to January 28, 1918, while \$1.10 only was deducted from your Post Office salary. In consequence of this fact you have been overpaid \$539.40, which you will be required to refund."

On motion of Mr. Blackeby, seconded by Mr. Armstrong, this matter was referred to the same committee, to be taken up with the Department.

The president presented the case of a post office employee at Hamilton who had been informed that his bonus should have been reduced upon the death of his wife in December last. The president remarked that all cases of this kind should be taken up directly by the employee concerned, but suggested that, as the committee intended interviewing Mr. Northrup, this question might be included. On motion of Messrs. Armstrong and Jacques, the communication was accordingly referred to the special committee.

The next communication was from an employee appointed temporarily as a post office porter in May, 1914, who was promised before leaving for overseas that he would be appointed permanently. He did not return until 1919, and his permanent appointment was not made until October last. He complained that a number of other porters who entered the service since May, 1914, were appointed permanently. He asked that his appointment be dated back to 1914.

On motion of Mr. Armstrong, seconded by Mr. Sparks, this matter was referred to the special committee to interview the officials of the Department.

The convention then took up for consideration the question of superannuation.

It was moved by Delegate Blackeby that provision should be made whereby superannuation would be optional in the case of a person who had served 25 years, and compulsory in the case of a person who had been 35 years in the service.

The president remarked that the Government had intimated its intention to introduce at the present session of Parliament some sort of superannuation measure.

Mr. Armstrong reported that the committee dealing with superannuation had recommended that the matter be considered by the convention; but in view of the Government's intentions, he thought the question had better be left in the hands of the executive.

Mr. Jacques added that the Civil Service Association of Ottawa had a committee at work on a special study of the question of superannuation, and it had gathered a great deal of information.

On motion of Mr. Armstrong, seconded by Mr. St. Cyr, the matter was referred to the incoming executive.

#### Interim Report of Finance Committee

The secretary read an interim report from the Committee on Finance, as follows:—

Gentlemen,—

Your committee beg to report that so far as is possible, we have examined the books of the treasurer and find that this association is now on a sound financial footing.

The total estimated expenses for the year up to and including costs of this convention are approximately \$1,960, leaving a balance in hand of approximately \$1,900 at the present time.

We have recommended that the sums herewith shown be granted to the small branches in accordance with the recommendation of the last finance committee, and adopted by the convention at Montreal.

Sydney, N.S., D. MacKeen . . . .	\$25.00
Sherbrooke, J. A. St. Cyr . . . .	15.00
Windsor, A. W. J. Gignac . . . .	
Brockville, A. Wooding . . . . .	5.00
Peterboro, H. E. White . . . . .	15.00
St. Catharines, H. E. Patrick . . .	15.00
Charlottetown, Thos. Burnett . .	
Sarnia, G. B. Dawson . . . . .	

**\$75.00**

The applications received from Thos. Burnett, Charlottetown, and G. B. Dawson, Sarnia, we do not recommend approval of, and in connection with these applications we beg to suggest that the incoming secretary-treasurer be instructed to take this matter up with the branches concerned, giving full information relative to the case, and then place copies of all correspondence before the executive committee for their further consideration.

Your committee are of the opinion that the question of granting financial assistance to small branches should be systematized, and suggest a zone system whereby small offices would be grouped in order to allow one delegate to represent all small offices within the zone. An alternative to this is to grant assistance to such offices on a basis of per capita tax paid, and taking into consideration distance from point of convention.

All of which is respectfully submitted.

(Signed) A. JACQUES

F. E. KINDELAN

A. E. CRATE

Mr. Kane moved that the report as read be received and adopted. He commended the stand taken by the committee regarding the cases mentioned in the report. "We must bring to the realization of all branches", he said, "that the convention is strictly and purely one of a business nature and not a joke, as it is being considered by some."

The motion was seconded by Delegate McKeen.

The president thought the committee, instead of indicating two or three methods



which might be followed in granting assistance to the smaller branches, should have made some definite recommendation on this point.

Mr. Guy contended that, as the committee had not finished its work, it was not in order to adopt the report.

The secretary answered that the interim report of the finance committee did not take the place of the auditor's report, which would be presented later.

After some further explanations, Mr. Guy withdrew his objection. The motion to adopt the interim report of the finance committee was agreed to.

The convention then proceeded to consider the constitution and by-laws.

It was moved by Mr. Jacques, seconded by Mr. Kindelan, that the constitution be read and that any contentious clauses be referred to a committee on constitution.—Carried.

Article 3 — membership. — It was suggested that the committee should consider the question whether or not it would be advisable to amend the clause so as to permit of officers of a higher designation than that of postal clerk or sorter to be eligible for membership; also the question of admitting clerks connected with the service but who are not railway mail clerks. On motion of Mr. Blackeby, seconded by Mr. Sparks, this clause was referred to the committee on constitution.

Article 5, section 1 — representation. — The president suggested that this clause be referred to the committee to consider the problem of granting assistance to the smaller offices. On motion of Mr. Meagher, seconded by Mr. Way, the clause was referred accordingly.

Article 5, section 2 — proxies. — Mr. Littlefield considered it a hardship on small branches, like that at Smith's Falls, to be deprived of representation by proxy when their membership exceeded thirty. They might have only a few more members and not have the means to send a delegate to the convention. On motion of Mr. Littlefield, seconded by Mr. Blackeby, this clause was referred to the committee.

Article 5, section 4 — per capita tax. — Mr. Blackeby did not think a full year's per capita tax should be payable for a temporary employee who remained in the association only a few months, and moved, seconded by Mr. Leduc, that this clause be referred to the committee.

Article 6, section 1 — officers and elections. — "The officers of this association shall consist of a president, vice-president, secretary-treasurer, and one vice-president for each province, who shall form the executive board. All of said officers shall be elected at the convention from the members and delegates present, provision to be

made for unavoidable absence through sickness only. No person shall be eligible to the office of president, or to hold any office in this association, unless he is a member in good standing."

The president suggested the elimination of the word "unavoidable". Mr. Blackeby said there were several objections to the clause, and moved that it be referred to the committee. Mr. Guy seconded the motion, pointing out that provision should be made in this section to carry out the intention of making the past president a member of the executive. The motion was agreed to.

Article 6, section 2 — nominations. — It was moved by Mr. Guy, seconded by Mr. Blackeby, that section 2 be struck out and the following clause substituted:

"Nomination and time of election.

Section 2. The nomination and election of officers shall take place at the last meeting prior to the final adjournment of the convention. Election shall be by ballot."

The motion was adopted.

It was moved by Mr. Jacques, seconded by Mr. Blackeby, that section 3, regarding time of election, be deleted.—Carried.

Article 7, section 1 — duties of President. — The president thought the convention and not the presiding officer should have the power to appoint the various committees. On motion of Delegates Blackeby and Sparks, this clause was referred to the committee for amendment.

Article 7, section 6 — duties of secretary-treasurer — Regarding the words, "He shall read any communication... on request of any delegate attending the convention", it was moved by Mr. Blackeby, seconded by Mr. Jacques, that the words "any delegate attending" be struck out. The motion was adopted.

Article 7, section 9. — Secretary to present quarterly financial statement to executive and branches, etc.

It was moved by Mr. Blackeby, seconded by Mr. Way, that this clause be referred to the committee.—Carried.

Article 7, section 10 — "He shall submit to the convention a written report of his official acts during his term of office and shall perform all other duties pertaining to his office."

On motion of Vice-president Elsam, seconded by Mr. Sparks, all the words after "office" were deleted.

Article 8, section 4. — "No expense, other than ordinary, shall be incurred by any officer of the association without the approval of the executive board."

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ordinary" being considered ambiguous.

Article 9, section 3. — "The committee on resolutions and new business shall examine and report on all business referred to it by the convention." This clause was struck out.

Article 6, section b. — "The committee on Classification and Working Conditions shall examine and report on all questions referred to it by the convention." This clause was struck out.

Article 9, section 5 — Auditors. — On motion of Delegates Armstrong and Blackeby, this clause was referred to the committee for the purpose of making a change as to the date when the auditors' report should be presented.

Article 10, section 1 — revenues. — "The revenues of the association shall consist of an annual per capita tax of one dollar per member, payable semi-annually and in advance, and profits derived from the sale of supplies furnished by the association to its branches."

On motion of Delegates McKeen and Wooding, this clause was deleted.

It was moved by Mr. Blackeby, seconded by Mr. Sparks, that a clause be inserted to provide that the per capita tax shall be the sum of one dollar.—Carried.

Article 10, section 2.—"The fiscal year of the association shall begin on June 1 and end on May 31."

On motion of Delegates Blackeby and Wooding, this clause was struck out and the following substituted: "The fiscal year of this association shall end on March 31."

Article 10, section 3.—"Assessments may be levied by the executive board whenever the funds in the treasury may become exhausted or the necessities of the case warrant such action."

This was amended by inserting at the beginning the word "special".

Article 10, section 4.—"Any branch failing to pay its dues within sixty days of date due shall be declared delinquent and shall be suspended until such dues have been paid."

The words "shall be declared delinquent and" were struck out.

By-laws—Order of Business—On motion of Delegates Blackeby and Paquette, the order of business was referred to the committee for consideration.

It was moved by Mr. Blackeby, seconded by Mr. McKeen, that all subsequent clauses of the by-laws be referred to the committee.—Carried.

The chair appointed the following committee to consider amendments to the constitution and by-laws: Messrs. Blackeby, Stewart, Santerre, McKeen, and Welsh.

On motion of Delegate Sparks the meeting adjourned until Saturday at 9.30 o'clock.



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## MORNING SITTING

Saturday, March 27.

The convention met at 10.30 a.m., President Cantwell in the chair.

### Supplementary Report of Committee on Resolutions and New Business

Mr. J. N. Meagher presented the following supplementary report of the committee on resolutions and new business:—

#### President's Report

We find that the president's report dwelt mainly with re-classification besides giving a survey of the many concessions obtained during the past year, as well as a reference to this association having been able to obtain a retroactive salary schedule. This committee begs to report that this association has much to congratulate itself upon in the work accomplished during the past year and heartily concurs in the adoption of the president's report.

Regarding the report of the vice-president your committee heartily concurs in the sentiments expressed and wish to extend to him the sympathy of this committee in his prolonged illness, trusting that he may soon be restored to his former state of health.

All of which is being concurred in by your committee.

J. N. MEAGHER  
WM. J. GALLAUGHER  
L. NAP. SANTERRE  
M. H. DUMPHEY  
T. B. ARMSTRONG  
E. LITTLEFIELD

On motion of Delegates Armstrong and Blackeby, the report was adopted.

### Report of Committee on Constitution

Mr. Blackeby, chairman, reported verbally as follows:—

"We understand that there is not much time for consideration of this report. We are 'experts' and we admit it. In the limited time at our disposal we have considered a number of clauses that were contentious and have made some changes. I do not think there should be very much time taken up on this question. Our recommendation is that this constitution as amended by us be used for this year and that a committee be appointed to revise the constitution at next and all future conventions, and that a copy of this be forwarded to each branch, so that they may have an opportunity of seeing if there is anything in it that does not agree with their ideas of what it should be."

It was moved by Mr. Blackeby, seconded by Mr. Lamontagne, that the constitution as amended by the committee be adopted by the convention without discussion, and that typewritten copies be made and forwarded to each branch, with the request

that they submit amendments, in order that a permanent constitution may be printed at next convention.

The motion was agreed to.

#### Place of Next Convention

The convention then proceeded to consider and to decide upon the question as to where the next convention should be held.

Telegrams and letters extending a cordial invitation were read from the Winnipeg Board of Trade, the Halifax Branch of the Dominion Postal Clerks' Association, the Mayor and the Board of Trade of Halifax.

Mr. Kindelan invited the convention to Quebec. He extolled the advantages of Quebec as a convention city, and on behalf of his branch assured the association that its delegates would be given a warm welcome there. His advice was: "See Quebec and die."

Mr. Guy invited the convention to Hamilton, "the finest city on the continent."

Mr. Meagher, in support of the invitations from Mayor, Council and Board of Trade of Halifax, emphasized the many and varied attractions of that city, and assured the delegates of a hearty welcome. He reminded them of the well known saying, "Go to Halifax."

Mr. Crate remarked that he was a native-born Canadian and his bosom swelled with pride when he realized how many of the finest cities of America were located in Canada.

Mr. Lamontagne suggested that in the interests of former members of the association it might be advisable to meet in Winnipeg. He moved that the next convention be held in that city. Secretary Green endorsed the view expressed by Mr. Lamontagne, and said that, if next year or at any time in the future the convention came to Winnipeg, it would receive such a hearty welcome as would never be forgotten.

Mr. Carrothers, while recognizing the claims of other cities, expressed the opinion that the purposes of the association would be served best and its business transacted most effectively if all conventions were held at Ottawa, the seat of government, the expenses being defrayed by the executive.

Mr. Guy withdrew his nomination of Hamilton in favour of Quebec.

It was moved by Mr. Crate, seconded by Mr. Sparks, that if no city received a majority of votes on the first ballot, the city receiving the least votes on the first ballot should be omitted from the second. The motion was agreed to.

The vote resulted as follows: Winnipeg, 5; Quebec, 36; Halifax, 7.

On motion of Mr. Gallagher, seconded by Mr. Hartley, the choice of Quebec was made unanimous.

Mr. Santerre expressed thanks for the selection made by the convention, and said he would have much pleasure in informing his fellow-workers in Quebec of the *bonne entente* which was so much in evidence amongst the delegates.

#### Cases of Returned Soldiers

Mr. Kane reported that the committee that had received an excellent hearing and in every case a decisive answer. The committee learned that all the cases with regard to returned soldiers were matters to be taken up with the Militia Department, and the matters pertaining to the Post Office Department were now being rectified, Delegate Willis having remained at the department for this purpose.

Mr. Armstrong moved that the report of the committee be adopted. The result of the interview, he said, showed the fairness of the Department in dealing with reasonable requests.

The motion was seconded by Mr. Blackeby and adopted.

After hearing a full report from the president regarding the publication of the Official Souvenir of last convention, it was moved by Delegate Crate that this convention approve of the action taken by the executive in renewing the contract with the George R. Fuller Company for the publication of the Official Souvenir.

The motion was agreed to.

#### Report on One Number System

Mr. Stewart presented the following report from the committee appointed to prepare a statement with reference to the one-number system of registration:—

"The present system calls for the changing of numbers at every transfer office, and in some cases where a letter has been transferred a number of times, it is impossible to determine the original number.

This renders the tracing of lost or mis-sent articles, in some cases, impossible.

We therefore recommend the adoption of the one-number system so that a complete and accurate record of each article may be kept.

E. M. STEWART  
A. CARROTHERS  
J. DE L. PAQUETTE

This convention would respectfully urge on the Postmaster General the adoption of a one-number system for handling registered matter.

(Signed) E. M. STEWART  
A. CARROTHERS  
J. DE L. PAQUETTE

On motion of Mr. Blackeby, seconded by Mr. McKeen, the report was adopted.



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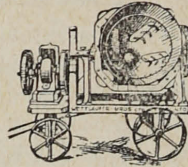
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## Supplementary Report of Finance Committee

The secretary read the following supplementary report from the committee on finance:—

"Gentlemen,—

1. We beg to report that we have given careful consideration to the report of the auditors, referred to us by the convention and which is appended hereto, and while we approve of the suggestion made as to a more definite agreement being reached between this association and the Geo. R. Fuller Company as to the inclusion of expenses, yet we fail to see how this is possible when actual costs cannot be even approximately estimated until the work is near completion. We certainly agree that a more speedy issue of the publication is desirable and that a copy be supplied to each member; but in this respect we beg to point out that half of the expenses of furnishing sufficient copies for this purpose would have to be borne by this association even if the Geo. R. Fuller Company would agree to such a stipulation being placed in the agreement.

2. With reference to the matter of the failure of the secretary-treasurer to submit his books for audit and issue a financial statement to the convention, after obtaining the endorsement of the auditors, we are of the opinion that the verbal statement made by the secretary-treasurer to the convention in which he gave his reasons why this had not been done, should be accepted as satisfactory by the convention. In this respect we would point out that all books, vouchers, etc., are to be placed in the hands of the auditors immediately following this convention, and that two complete balance sheets, one for the year 1918-1919 and the second for the present fiscal year will be sent out to all branches immediately the auditors have certified the same as being correct.

3. The report of the secretary-treasurer was also referred to this committee, and after careful perusal of the report we can find nothing that really warrants criticism from us. We would, however, draw the attention of the delegates present to the concluding remarks in the report, especially in view of the fact that certain delegates, referred to in our previous reports, have seen fit to misuse the confidence reposed in them by the branches which they represent.

We beg to recommend that the report of the secretary-treasurer be adopted.

4. This committee further recommends that (a) an honorarium of four hundred dollars be voted to the president, Mr. Cantwell, and (b) the sum of two hundred dollars to the secretary-treasurer, Mr. J. W.

Green, in recognition of their services to this association.

5. We further recommend that the salary payable to the secretary during the ensuing year be fixed at the sum of three

W. J. P. Cantwell, President,  
Dominion Postal Clerks' Association,  
Ottawa.

AUDITORS' REPORT ON CONVENTION 1919 SOUVENIR	
\$7,031.00	\$3,105.96
	Our share . . . 1,962.52
	Fuller Co. share. 1,962.52
\$7,031.00	Gross profit. . . \$3,925.04
	\$7,031.00

The above report we find in order; but we respectfully submit the following suggestions and criticisms for your serious consideration:—

Having gone over all vouchers, deposit slips, agreements and expenses submitted, we have obtained from Fuller and Company all vouchers covering publication costs.—See Vouchers C.

The several discrepancies regarding space charges have been explained by Fuller and Company to our satisfaction; a voucher not included has been added to Vouchers C. The expenses covered by Vouchers B, not coming to hand, have not been included.

In view of the increasing cost of printing, a more definite agreement as to the inclusion of expenses should be the aim if this will be an annual proposition. Speedy issue and publication in sufficient number to insure a copy to each member should be provided.

Up to date we have not received any books or statement from the association covering the past year for our annual audit. In view of the fact that last year's statement submitted by the secretary was an interim one, we think that this oversight on his part is a serious matter; we are therefore not in a position to make any statement as to the condition of the association's accounts.

All of which is respectfully submitted by  
WM. CHRISTIE  
H. R. WOODSTOCK  
Auditors.

It was moved by Mr. Kindelan, seconded by Mr. Santerre, that the report be received and adopted.

Moved in amendment by Mr. Crate, seconded by Mr. Gallagher, that the report be taken up clause by clause. The amendment was carried.

Clause 1.—The president explained the advantage of delaying the issue of the publication until October.

Mr. Crate moved that a copy of the publication be given free to every convention

hundred dollars, payable monthly.

All of the above is respectfully submitted.

(Signed) F. E. KINDELAN  
A. JACQUES  
A. G. CRATE

Toronto, March 19, 1920.

delegate and to each of the executive officers of every branch; and that a charge of 25 cents per copy be made to all others.

Mr. Jacques urged that the matter be left entirely to the discretion of the executive.

The president said the new agreement provided for the issue of at least 1,000 copies of the Souvenir, and provision was being made also to improve the contents. In this connection he suggested that in addition to the report of the convention the book should contain a number of articles on the Postal Service that would be of interest to business men.

Mr. Lamontagne suggested that the report should contain some French text, and, if this suggestion was acceptable, he would undertake to see that a French article was contributed.

Mr. Stewart seconded the motion of Mr. Crate, but thought that in order to avoid criticism the delegates and branch officers would be willing to pay for their copies of the book. The motion moved by Mr. Crate was changed accordingly.

Mr. Stewart finally suggested that copies be assigned to the various branches pro rata, to be distributed as they saw fit.

It was moved by Mr. Kane, seconded by Mr. Walsh, that the method of distribution followed last year be followed again, namely, that copies be assigned to the branches according to their membership, free of charge. The amendment was adopted.

Clause 2.—It was moved by Mr. Bleckby, seconded by Mr. Gignac, that this clause be adopted.—Carried.

Clause 3.—Mr. Gallagher asked, "What does that mean?"

Mr. Jacques answered: "Mr. President, it means this: that in our first report, yesterday, we refused to allow any amount of remuneration — that is, we refused to pay part of the expenses of two delegates from small branches. We were not asked why we refused, because everybody knew. But the ground was this, that two of the



delegates have not attended the convention, and we considered that, if we are ready to help small branches to send delegates, it is with the understanding that they are going to be delegates and to be at the convention and not on a joy trip."

Mr. Gallagher: "That is satisfactory, Mr. President. I concur in that."

Mr. Crate: "I move that the explanation given by Mr. Jacques be embodied in the minutes."

The president: "I think the secretary might take a note of that explanation given by the chairman of the committee."

Clause 4.—The president, while appreciating the sentiment which prompted the recommendation, protested that the first part of the clause ought to be deleted.

It was moved in amendment by Mr. by Mr. Lamontagne, that Clause 4 be adopted.

It was moved in amendment M. Mr. Dumphy, seconded by Mr. Falvey, that this clause be divided into two parts, and that each proposition be taken up separately. The amendment was agreed to.

Clause 4, b.—It was moved by Mr. Kinment by Mr. Gallagher, seconded by Mr. Blackeby, that the president be given the sum of \$500 instead of \$400. The amendment was put by the vice-president and adopted unanimously.

Clause 4, b.—It was moved by Mr. Kindelan, seconded by Mr. Paquette, that this be adopted.

Moved in amendment by Mr. Lamontagne, that the secretary-treasurer be paid \$300 instead of \$200.

Moved by Mr. Falvey, seconded by Mr. Dumphy, in amendment to the amendment, that this clause be struck out, in view of the auditors' report.

The secretary remonstrated against what he regarded as an unfair reference to the auditors' report, and pointed out that the convention had endorsed the attitude taken by the finance committee in accepting his verbal statement. Mr. Falvey disavowed any intention to cast reflections on the honesty of the secretary-treasurer, but declared that as a matter of business it was the duty of the secretary-treasurer to bring in an audited report at the close of the year.

Mr. Jacques contended that the amendment to the amendment was not in order, because the report of the auditors and also Clause 1 of the present report had been adopted. Mr. Guy dissented from this view.

The chair ruled that amendment was not in order, but suggested that any member disagreeing with this decision might question his ruling and have the matter decided by the convention.

It was moved by Mr. Crate that the chair be not sustained.

The mover and seconder of the amendment to the amendment altered the motion to read: "That this clause be struck out." This motion was accepted by the chair, and the motion of Mr. Crate was withdrawn.

The amendment to the amendment was negatived: Yeas, 19; nays, 27.

On the amendment: "That the secretary be paid \$300 instead of \$200."

Mr. Jacques explained why the committee recommended \$200 to the present secretary-treasurer and a salary of \$300 for the secretary-treasurer for next year. He said it was because, owing to the peculiar circumstances, a great part of the secretary's work had devolved upon the president.

The amendment was negatived.

The main motion, that the clause be adopted, was carried on the following division: Yeas,—Messrs. Sparks, Stewart (2), Kindelan (2), Jacques, Lamontagne (2), Paquette (2), Leduc (2), Ste. Marie, Patrick, Wooding, Littlefield, Meagher (3), Walsh, Gignac, Elsam, McKeen, Hartley, St. Cyr, Kane (2).—Total, 29.

Nays: Messrs. Carrothers (2), Dumphy (2), Falvey (2), Gallagher (3), Crate (2), Blackeby (2), Hall, Way, Guy (2).—Total, 17.

The secretary asked that the money be not paid to him until such time as the auditors reported that his affairs were perfectly in order.

Clause 5.—It was moved by Mr. Jacques, seconded by Mr. Guy, that this clause be adopted.—Carried.

### Election of Officers

Mr. D. P. Halpin was appointed returning officer.

The election of officers resulted as follows:—

President.—Mr. W. J. Cantwell, of Ot of Hamilton, (acclamation).

Past President.—Mr. A. Jacques, of Montreal.

Dominion Vice-President.—Mr. R. Guy, of Hamilton, acclamation).

Secretary-treasurer.—At the request of Secretary Green, of Winnipeg, who was at the moment absent, Mr. Jacques announced that Mr. Green was not a candidate for office.

Mr. W. E. B. Mann, of Ottawa, was elected by acclamation.

Vice-President for Ontario.—Mr. A. Carrothers, of London, (acclamation).

Vice-President for Quebec.—Mr. J. A. St. Cyr, of Sherbrooke, (acclamation).

Vice-President for Nova-Scotia.—Mr. J. N. Meagher, of Halifax (acclamation).

Vice-President for New Brunswick. — Mr. T. F. Walsh, of St. John (acclamation).

Vice-President for Prince Edward Island.—It was moved by Mr. Blackeby, seconded by Mr. McKeen, that the selection of the Vice-President for Prince Edward Island be left to the incoming committee.—Carried.

Auditors.—Messrs Christie and Woodstock, of Toronto.

It was moved by Mr. Crate, seconded by Mr. Carrothers, that a hearty vote of thanks be extended to Mr. Halpin for his services as returning officer.—Carried.

The president, referring to the early struggles of the association, spoke of the splendid pioneer work done by the retiring secretary, Mr. Green. "The efforts that he put forth at that time", said the president, "can never be forgotten by the postal clerks of the Dominion of Canada. Mr. Green, before he came here, intimated to me that under no consideration would he be candidate again for the office of secretary. In Winnipeg there is no branch of our association, and relieving Mr. Green from the duties of secretary practically releases him from membership in the association. The association owes him much—a great deal more, perhaps, than the average member realizes; and I think there should be some way of placing him on the membership roll; perhaps by vote of the convention."

It was moved by Mr. Armstrong, seconded by Mr. Blackeby, that Mr. Green be continued on the roll as a regular member of the association. The motion was carried unanimously.

Mr. Cantwell, in expressing his thanks for the honour of re-election, mentioned that circumstances might make it necessary for him to retire before the completion of his term of office. He promised, however, that his retirement, if it became necessary, should not occur at such a time as to cause embarrassment to the association, and if possible he would finish the full term. This explanation he desired to make in order to prevent his possible resignation from being misunderstood.

Dominion Vice-President Guy and Past President Jacques also returned thanks for the honours conferred upon them.

It was moved by Mr. Guy that a hearty vote of thanks be extended to the Ottawa branch for the manner in which the convention had been entertained. The motion was seconded by Mr. Santerre and adopted unanimously.

It was moved by Mr. Santerre, seconded by Mr. Jacques, that a hearty vote of thanks be tendered to the retiring officers.—Carried.



Mr. T. R. Elsam, the retiring Dominion Vice-President, expressed his appreciation of the kindly sympathy shown by the members and their good wishes with regard to his health.

On motion of Mr. Kindelan the convention adjourned, to meet again in the city of Quebec.

The proceedings were brought to a close by the singing of "O Canada", "Auld Lang Syne", "Vivent les Canadiens", and "God Save the King."

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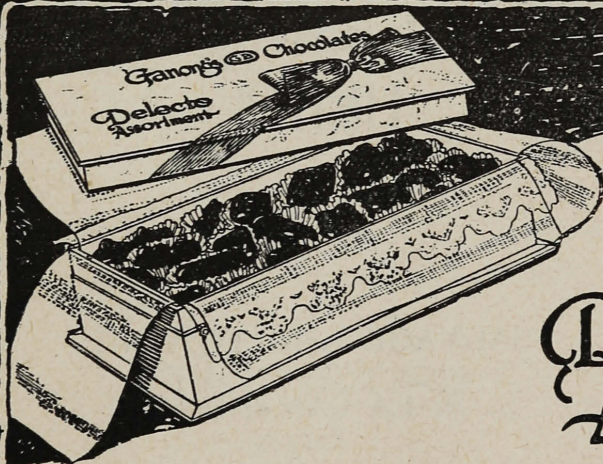
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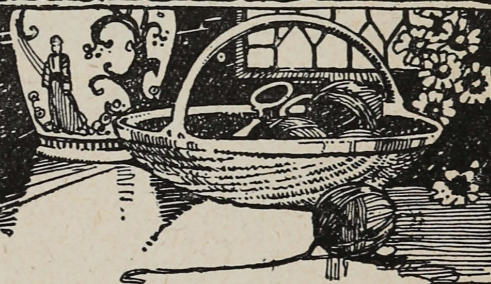
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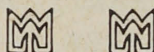
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## The Spanish River Pulp & Paper Mills Limited

HEAD OFFICE: SAULT STE. MARIE

MILLS AT

Sault Ste. Marie, Ont., Espanola, Ont.

Sturgeon Falls, Ont.

DAILY CAPACITY

550 Tons Newspaper, 450 Tons Groundwood

225 Tons Sulphite



# JOS. GOSSELIN LTD.

General Contractors and Engineers

## HEAD OFFICE

55 St. George Street  
LEVIS, P. Q.

## BRANCH OFFICE

85 Dalhousie Street  
QUEBEC, P. Q.

Telephones { LEVIS . . 46  
                  { QUEBEC 6207

The product of the choicest natural native leaf,  
properly grown, dried and cured and guaranteed  
free from artificial flavoring and "liquoring".

SMOKE

Rose Quesnel  
MILD and NATURAL

It is all tobacco and nothing but tobacco.

THE ROCK CITY TOBACCO CO.,  
LIMITED

H. R. Goodday  
AND COMPANY

EXPORTERS OF

SPRUCE AND  
PINE

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New Brunswick Agent  
F. E. NEALE,  
Chatham, N.B.

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HEAD OFFICE:

QUEBEC, P. Q.



## Moir's Floating Fruits

Sunny cubes of California peaches, pears, prunes, swimming in nectar, coated with delicious chocolate.

The most memorable chocolates you ever tasted. Ask for them — insist on them — secure them: or you won't be satisfied.

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Wholesale or retail orders of any magnitude accepted and promptly filled.

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Boots and Shoes, Larrigans, Moccasins, Shoe Packs.

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## A. E. WRY-STANDARD, LIMITED

Successors to

A. E. Wry, Limited—The Standard Manufacturing Co., Limited.

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"When you eat let it be the Best"



### WAGSTAFFE'S

Pineapple Marmalade  
Celebrated Bramble Jelly  
Ginger Marmalade

ARE GREAT APPETIZERS

BOILED IN SILVER PANS

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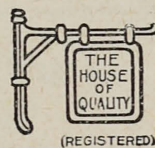
### WAGSTAFFE'S

Real Seville  
Orange  
Marmalade

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No camouflage.  
Boiled with care in Silver Pans.*

ASK YOUR GROCER FOR IT.





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ANIMAL SCARFS, STOLES, CAPES AND SMART COATEES. THE FINEST SKINS AVAILABLE. FASHIONED WITH A RICHNESS AND SOFTNESS ACCENTUATING THE COLORINGS AND BEAUTY OF THE PELTS.

The constantly increasing value of furs should urge their purchase as much for an investment as for their gratifying service.

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ICE CREAM BRICKS made from  
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Total Assets over . \$220,000,000

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WROUGHT WASHERS

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REGULAR SERVICES OF MODERN FREIGHT STEAMERS  
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(Via Portland, Me. and St. John, N.B. in Winter)

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MONTREAL.

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MILLS AT

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